FORGING YOUR IDEAS INTO INNOVATIVE SOLUTIONS

SUSTAINABILITY REPORT **2025**

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FORGING YOUR IDEAS INTO INNOVATIVE SOLUTIONS

SUSTAINABILITY REPORT **2025**

Table of contents

1.

Who we are

Since 1860, our goal has been to provide increasingly innovative solutions to our customers. Thanks to a vertically integrated structure and ongoing investments in new technologies, Brawo offers efficient lean production.

1.1

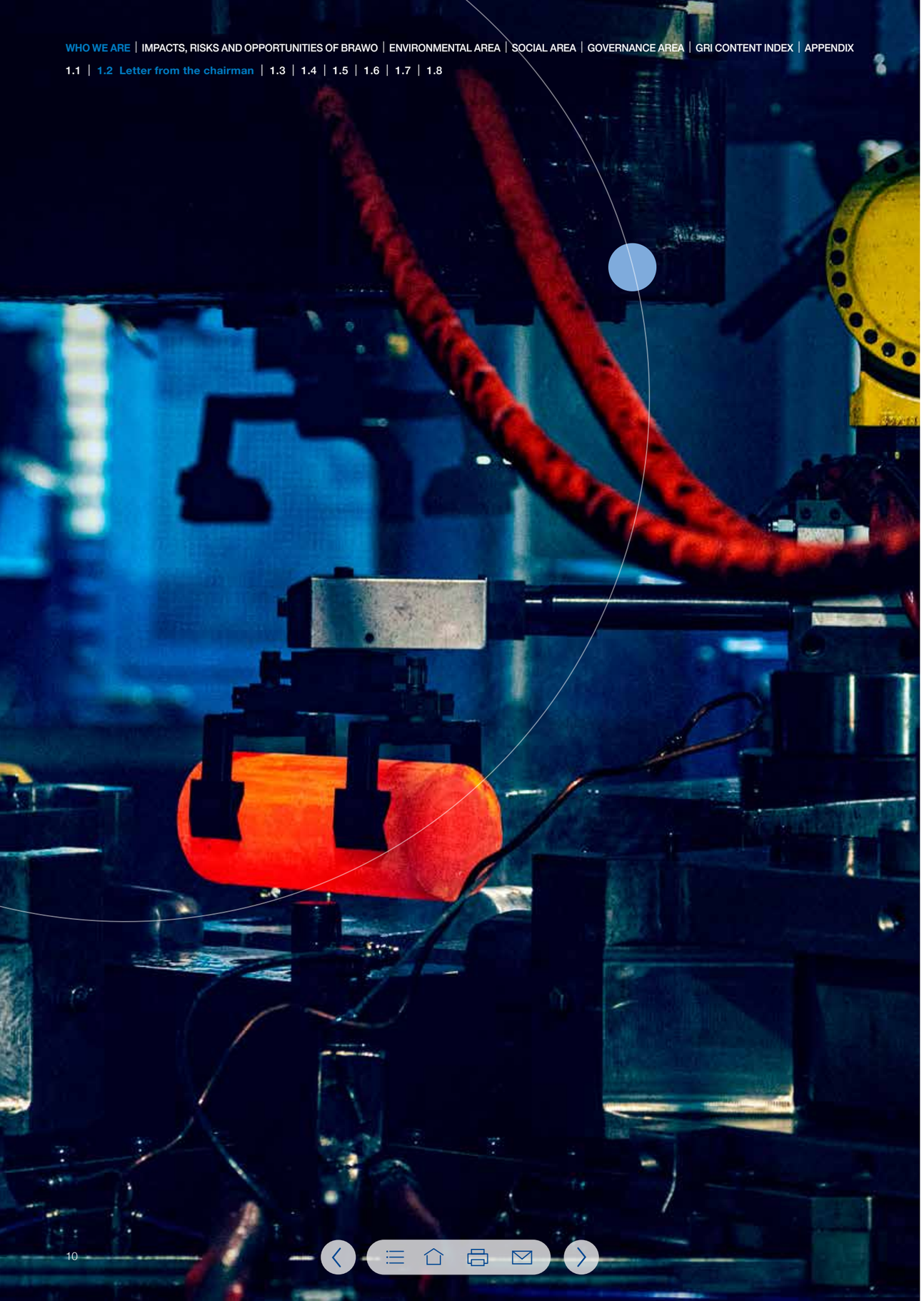
Mission & Vision

Forging your ideas into innovative solutions

Exceed customer expectations through increasingly innovative solutions.

Provide efficient lean production.

Turn projects into real business opportunities.



1.2

Letter from the chairman

Dear Stakeholders,

It is with great satisfaction that we present the fourth Sustainability Report voluntarily prepared by Brawo S.p.A.

This document outlines our ongoing innovation commitment toward a business model in which sustainability is recognized as a fundamental strategic pillar for the creation of long-term shared value.

In a financial year marked by significant geopolitical uncertainty and major challenges, Brawo once again confirmed the importance of integrating ESG (Environmental, Social, Governance) criteria into its long-term strategic vision.

We are fully aware that the manufacturing and metallurgical sector in which we operate is intrinsically complex. The ecological transition and macroeconomic pressure faced by the Company throughout 2025 have been demanding, within a highly volatile geopolitical and market context.

The industry has indeed been affected by adverse dynamics, partly related to supply chain decarbonization and partly to market volatility and international tensions. These factors had direct repercussions on circular resource management, non-financial performance, and responsible sourcing of raw materials - an essential element to ensure our sustainable and low-emission production footprint.

Together, we can accelerate the development of a more fair, resilient, and sustainable future for Brawo and the communities in which we operate, along the lines of the Sustainable Development Goals (SDGs).

Enjoy the reading.

Gabriele Gnutti
Chairman

1.3

Letter from the CEO

Dear Partners and Stakeholders,

We are pleased to present the fourth Sustainability Report of Brawo S.p.A.

Even this year, the document has been prepared on a voluntary basis and aims to clearly and thoroughly illustrate our journey toward sustainability, in alignment with the disclosure principles promoted by international reporting standards.

Within this report you will find a comprehensive overview of our environmental, social, and governance (ESG) performance, along with our objectives and concrete actions for the future. We believe that integrating sustainability is a strategic imperative requiring constant and continuous refinement of our operating methods.

As further proof of this commitment, the Company has continued its strategic investment plan, focusing on medium- and long-term growth and stability, with particular attention to modernization and optimization of production flows.

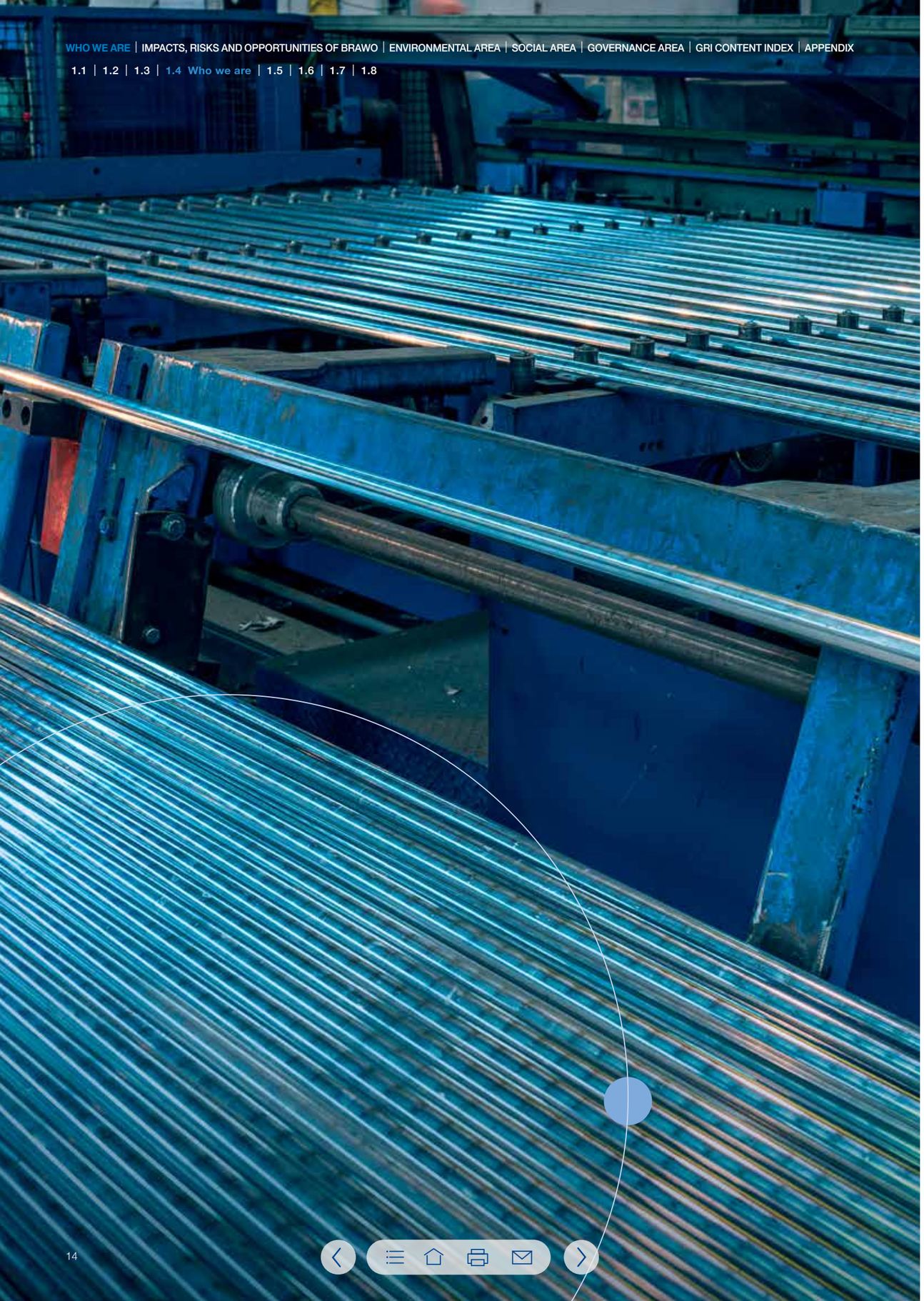
Investments have not only aimed at maximizing intrinsic quality, operational efficiency, and productivity, but have also prioritized key areas such as occupational health and safety and environmental management. This confirms the Company's ongoing commitment to its employees and the socio-economic environment in which it operates, ensuring a net positive impact on internal well-being and environmental protection.

It is important to note that 2025 was characterized by a significant acceleration in sustainability regulation. The European Omnibus package has modified the requirements of the Corporate Sustainability Reporting Directive (CSRD) and strengthened the regulatory framework for sustainable finance (e.g., SFDR, Taxonomy). These developments, combined with international pressure for the elimination of substances such as lead, have driven market attention toward the development of lower-impact alloys and, consequently, innovation in circularity and in finished products recycling.

The systemic risks faced by metallurgical companies are complex and multifactorial: geopolitical instability, increasing demand for critical raw materials, monetary tightening, and regulatory compliance challenges are just some of the factors that defined the challenging economic landscape in which Brawo operated. It is precisely these challenges that have strengthened our decision to implement robust and measurable sustainability policies as a distinctive competitive advantage.

Confident in the completeness and accuracy of the information presented, I wish you an insightful reading.

Francesco Musig
Chief Executive Officer



1.4

Who we are

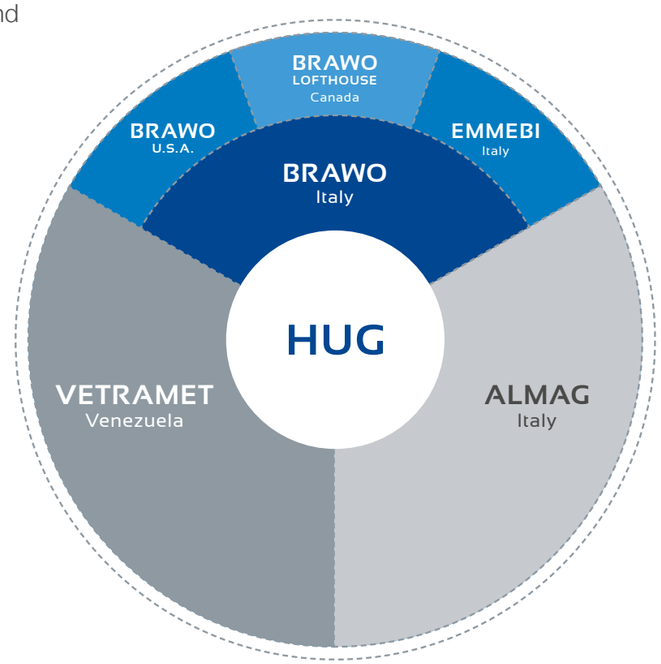
Brawo S.p.A. is a company specialized in hot forging and mechanical machining of brass, aluminum, and other non-ferrous metals for third parties. The company has two production sites, both located in Pian Camuno (Brescia), in Valle Camonica.

Brawo is subject to the direction and coordination of HUG S.p.A. (Holding Umberto Gnutti). Thanks to numerous investments and acquisitions, HUG S.p.A. is now a complex and structured industrial and commercial group.

In 2025, the Holding continued integrating its subsidiaries to create interconnections and operate synergistically as a Group. This process also included organizational restructuring, identifying key strategic roles across the Group.

Beyond Brawo S.p.A., HUG S.p.A. includes Almag S.p.A., specialized in brass rod production, Brawo Lofthouse in Canada, Brawo USA Inc. in the USA and Emmebi S.r.l. in Italy.

Brawo Group currently employs approximately 500 people (about 320 in Brawo S.p.A.) and considers innovation and research & development (R&D) its core strength. The professional team is engaged in engineering processes aimed at continuous improvement and is supported by training programs that strengthen and expand the know-how.



The Company, thanks to flexible and complementary production systems for hot forging and machining, can handle both large and small production batches. This capability is supported by latest generation machinery fleet capable of meeting even the most demanding requirements. The adoption of lean production methodologies and constant product traceability across all production phases, supported by MES software, ensures efficient and precise process control.

Brawo products are used in a wide range of sectors, including:

Plumbing

Fire systems

Medical

Heating

HVAC (Heating, Ventilation, and Air Conditioning)

Welding

Food & Beverage

Diving and marine

Automotive

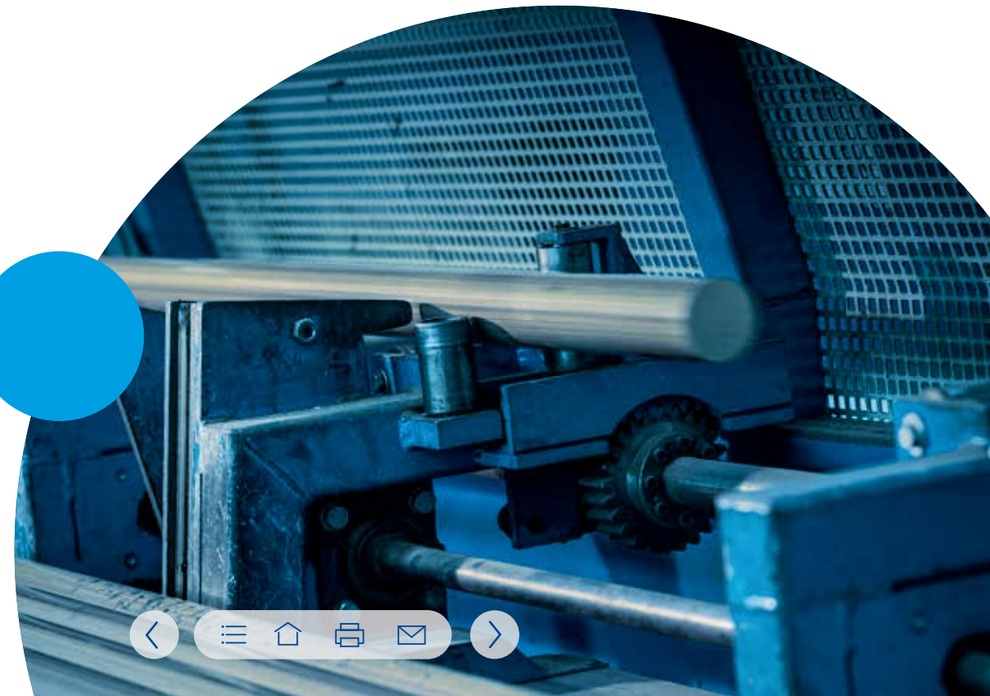
Brawo S.p.A.'s entire organization is focused on quality and customer support, offering technical assistance from design to business management, with the goal of ensuring high-quality, competitive products that meet customer objectives.

The company invests in continuous improvement, including the maintenance of system certifications.

BRONZE | Top 35%
ecovadis
Sustainability Rating
MAY 2025

Go to the EcoVadis section and view all the informations.

Go to the 'Downloads' section on our website and download all our certifications.



1.5 The production process

Brawo S.p.A. specializes in hot forging and mechanical machining of components made of brass, aluminum, and other non-ferrous metals. The Companies within the Group operate in an integrated supply chain that begins with careful raw material selection and leads to tooling and the final product.
The hot forging process, carried out using automatic and manual presses as well as Hatebur machines, gives the product excellent mechanical properties while ensuring efficiency and repeatability. Subsequent machining operations are performed using transfer machines, flexible cells, and CNC (Computer Numerical Control) systems, which ensure precision and reliability throughout the entire production cycle.

CONTROLLO QUALITÀ

HEAT / SURFACE TREATMENTS

Heat Treatments: Brawo performs in-house heat treatments both for brass (annealing and normalization) and aluminum (solution treatment, quenching, and aging). These treatments are essential to achieve the mechanical properties required by automotive customers, in compliance with AIAG CQI9 standards.

Surface Treatments: all surface treatments are monitored internally to ensure the best quality results on the final product. Brawo is able to meet the workability requirements of both brass and aluminum, thanks to its various surface treatment systems, including automatic ball-blasting machines for steel and stainless steel, and brass plating, both with a conveyor belt and a pass-through system.
For surface treatments not performed in-house, the company relies on reliable and qualified external partners, who offer a wide range of chemical, physical, and galvanic treatments.

Logistics manages the entire flow of materials, from receiving the bar to shipping the finished product, following each stage internally or outsourced through a dedicated computerized system. Each bar is identified with a tracking number that accompanies the component throughout the entire process, ensuring complete traceability. With three logistics locations (Europe, the United States, and Canada), Brawo organizes flexible delivery solutions such as dedicated inventory, on-demand production, and timely management of specific customer requests.

PACKAGING / LOGISTICS

ASSEMBLY OF COMPONENTS

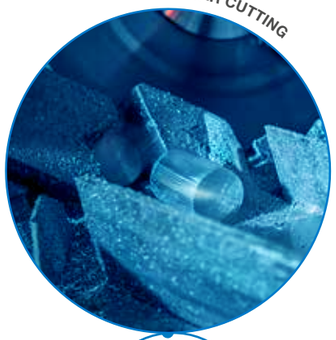
MECHANICAL MACHINING AND TOOLING

Mechanical machining: The mechanical machining departments include a fleet of over 60 machines, capable of meeting any production, quality, and component geometry as required by customers. The high level of automation allows consistent quality standards, high productivity, and low production costs.

Tooling: Tools play a fundamental role in mechanical processing. For this reason, they are custom designed and manufactured within the Group, through its subsidiary Emmebi S.r.l.
Intra-group production allows Brawo to maintain its know-how within the Group and minimize procurement times, improving production efficiency.
The CAD/CAM programs for tooling design are studied, designed, and built entirely by the in-house engineering team, which leverages the power of solid modeling to ensure maximum repeatability and process optimization.

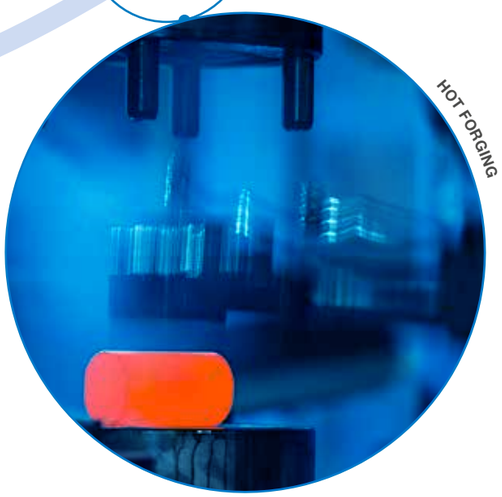
Brawo supports customers in all stages of new product development, from initial design consultancy to mass production. Thanks to its expertise in forging and machining, the Company engineers the process starting from the customer's 3D drawing, developing feasibility studies and optimized technical solutions. The use of advanced simulation tools, FEM (Finite Element Method) analysis, and dedicated software allows to define efficient production cycles, the prevention of critical issues and the reduction of time-to-market. Each component is individually assessed to ensure precision, quality, and competitiveness.
The collaborative approach with customers and the integration of advanced technologies ensure reliable processes and results that meet the highest expectations.

NEW PRODUCT DEVELOPMENT



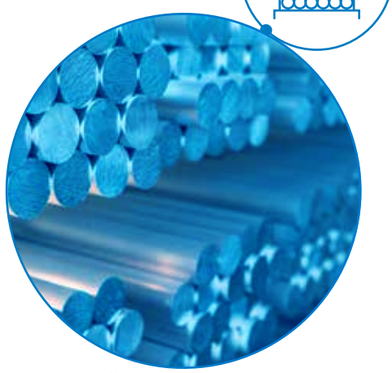
BAR CUTTING

Incoming raw materials are stored in a modern automated warehouse, which feeds the production process. During this step, raw bars are cut into segments of different lengths using metal blade cutting machines that allow them to cut the necessary sections, according to the required component specifications.



HOT FORGING

Hot forging is the core process that historically defines the Company's operations, thanks to which Brawo has developed extensive know-how and high-quality standards. Compared to traditional casting methods, this process is more efficient and allows to eliminate defects such as the typical porosity of casted products, grants better mechanical properties and surface quality and reduces waste.
Brawo owns over 40 state-of-the-art machinery covering all main forging technologies, ensuring flexibility for different production batches and components with different geometries and weights. Advanced furnaces, temperature control systems, and optical pyrometers guarantee precise process control. The machinery includes traditional presses, bell presses, toggle presses, high-productivity Hatebur presses and hydraulic presses for complex operations and cost reduction.



RAW MATERIALS

Brawo specializes in the hot forging and mechanical processing of brass, aluminum, and other non-ferrous metals. The company operates through a fully integrated structure, starting with the direct management of raw materials, which are sourced primarily from its subsidiary Almag S.p.A.

CUSTOMER SERVICE

1.6

Our history

1860 — **Gnutti family**'s metalworking business is founded.

1946 — Following post-war restructuring, the hot forging operations are concentrated in the subsidiary Almag SpA.

1966 — Full ownership of Almag SpA is acquired by the current family. Production is verticalized with the metalworking business of producing bars and profiles.

1978 — Almag SpA becomes stakeholder of **Metalstampati Bonomi**.

1989 — The hot forging operations are merged into a single company: **BRAWO Brassworking S.p.A.**, completely owned by Almag SpA.

1994 — Brawo Spa Quality Management System is certified according to the **UNI EN 29002:1988** (ISO 9002:1987) standard.

1997 — Brawo founded Brawo USA (then called **Unifor Brass Forgings Inc.**) in South Carolina, USA, specializing in hot forging and machining of copper and its alloys (brass) and in logistics management for Brawo.

2003 — **Brawo acquired EMMEBI srl** a company specializing in the production of:

- Brazed and solid carbide tools, according to customer designs
- Hot forging dies
- Blanking dies
- Workpiece clamping systems for machining with transfer machines and machining centers.

Brawo Spa's Quality Management System was certified according to **ISO 9001:2000**.

2005 — Brawo's top management, always sensitive to environmental issues, began promoting and planning an Environmental Management System in accordance with the ISO 14001:2004 regulatory framework.

2008 — Brawo S.p.A. obtained Environmental Management System certification according to **ISO 14001:2004** standard.

Brawo S.p.A. acquired Lofthouse, a competitor located in Ontario, Canada, which then became Lofthouse Manufacturing, a division of Brawo Brassworking Limited.

2009 — Brawo Spa's Quality Management System was certified according to the new **ISO 9001:2008** standard.

2011 — The parent company Holding Umberto Gnutti (HUG SpA) was established.

2015 — Brawo obtained **Quality Management System certification according to Technical Specification ISO/TS 16949:2009**.

The company name Brawo Brassworking S.p.A. was changed to Brawo S.p.A.

2018 — Brawo Spa Quality Management System was certified according to the new **IATF 16949:2016** standard and the new **ISO 9001:2015** standard. Brawo Spa Environmental Management System was certified according to the new **ISO 14001:2015** standard.

2020 — The **Organization, Management and Control Model** was implemented in compliance with Legislative Decree No. 231 of June 8, 2001, as amended.

2023 — Publication of Brawo S.p.A.'s **first sustainability report** for 2022.

2024 — **First organizational carbon footprint** study (for 2023) according to ISO 14064-1.

ISO 50001 Energy Management System certification is obtained.

2025 — Installation of **photovoltaic panels** for approximately 1,300 kWp production

Construction of a 2,000 kWp **photovoltaic park**

New warehouse available: the structure was built with highly insulating materials, and heating and cooling will be managed by a heat pump, without the use of methane.

Company fleet renewed with hybrid and electric vehicles

Maintenance of **Ecovadis rating**

1.7

2025 HIGHLIGHTS

+80 years
of experience in hot forging and mechanical machining

+320
employees

+20 M kg
of material is processed annually

90,959,043 €
revenue

Scope 1,2 and 3
Annual update of Corporate Carbon Footprint

+6,000
training hours delivered in 2025

1.8

Our values and sustainability journey

Brawo's sustainability strategy is based on key values such as responsibility, awareness, transparency, integrity and fairness. This approach is oriented towards continuous improvement and enables the company to respond promptly to current and future social and environmental challenges. To turn these principles into concrete actions, the Company has launched numerous initiatives aligned with the UN Sustainable Development Goals (SDGs), reflecting its commitment to creating a lasting positive business impact.

Sustainability means being responsible and aware

Environmental Management and Certifications

Brawo has been calculating its carbon footprint including Scope 1, 2, and 3 emissions - for the past three years. For over 15 years, it has also maintained an ISO 14001-certified Environmental Management System. Both actions aim to show continuous commitment to environmental protection and pollution prevention.

Energy Efficiency

The ISO 50001 certification, obtained in 2024, confirms Brawo's commitment to maintaining high energy efficiency standards by reducing consumption and continuously improving overall energy performance.

Secure employment and skills development

Human resources are a fundamental asset for Brawo. The company ensures both job stability, offering almost all employees permanent contracts, and promoting skill development through targeted training programs to support professional growth and career development.

Social and Community Commitment

Brawo builds trust-based relationships not only with customers, partners, and suppliers, but also with the local communities it cooperates with.
This results in a synergistic approach to sustainability, contributing to the achievement of global SDGs.

Best Practices and Group Involvement

Brawo has involved its subsidiaries in ESG reporting, initiating a process of KPI mapping and monitoring of sustainability performance, as well as social and governance.

2.

Impacts, risks and opportunities of Brawo

The content of this document has been selected based on the relevance of the various associated **sustainability topics**, as recommended by the sustainability reporting guidelines. Brawo S.p.A. has therefore examined and reported the environmental, social, and governance aspects that are relevant to its business activities in light of the company's impacts on the environment and/or people, or the external risks and opportunities to which it is exposed.

Therefore, to identify the relevant (or material) sustainability topics to be reported in this document, a materiality analysis was conducted, i.e., a study aimed at identifying the **Impacts, Risks, or Opportunities (IROs)** related to the company's business. This study was based on the considerations and analyses also conducted for previous sustainability reports (specifically, the reports for FY2024, FY2023, and FY2022).

The topics were selected based on their "materiality". In the dual materiality methodology, an issue is defined as "material" according to one or both of the following perspectives:

INSIDE-OUT
(or **impact materiality**):

Impacts generated by the company on the world, its employees, and/or the community. These impacts can be **positive** or **negative** (with particular attention paid to the latter, as also reiterated by due diligence or corporate responsibility practices) and can be **actual** (if they have occurred) or **potential** (if there is a possibility aof their occurrence).

OUTSIDE-IN
(or **financial materiality**):

Financial risks or opportunities related to ESG aspects, to which the company is exposed for various reasons, whether related to impacts generated by the company itself or to exogenous factors (such as the market, regulations, natural and/or geopolitical events).

The materiality analysis process followed several steps that allowed us to internally **define and assess**, with key company figures, the most relevant IROs and sustainability topics. Subsequently, we **engaged** internal and external **stakeholders**, gathering their opinions on the relevance of certain topics.

Specifically, Brawo S.p.A. engaged six stakeholder categories through questionnaires:

- Board of Directors
- Strategic internal people
- Customers
- Suppliers
- Banks
- Affected Communities

The selected stakeholders (approximately 150) were asked to fill in a questionnaire with specific questions related to sustainability topics. A total of 89 responses were received: 60% of stakeholders responded to the questionnaire. The methodology used and the process followed are explained in detail in the appendix.

2.1

The stages of the analysis

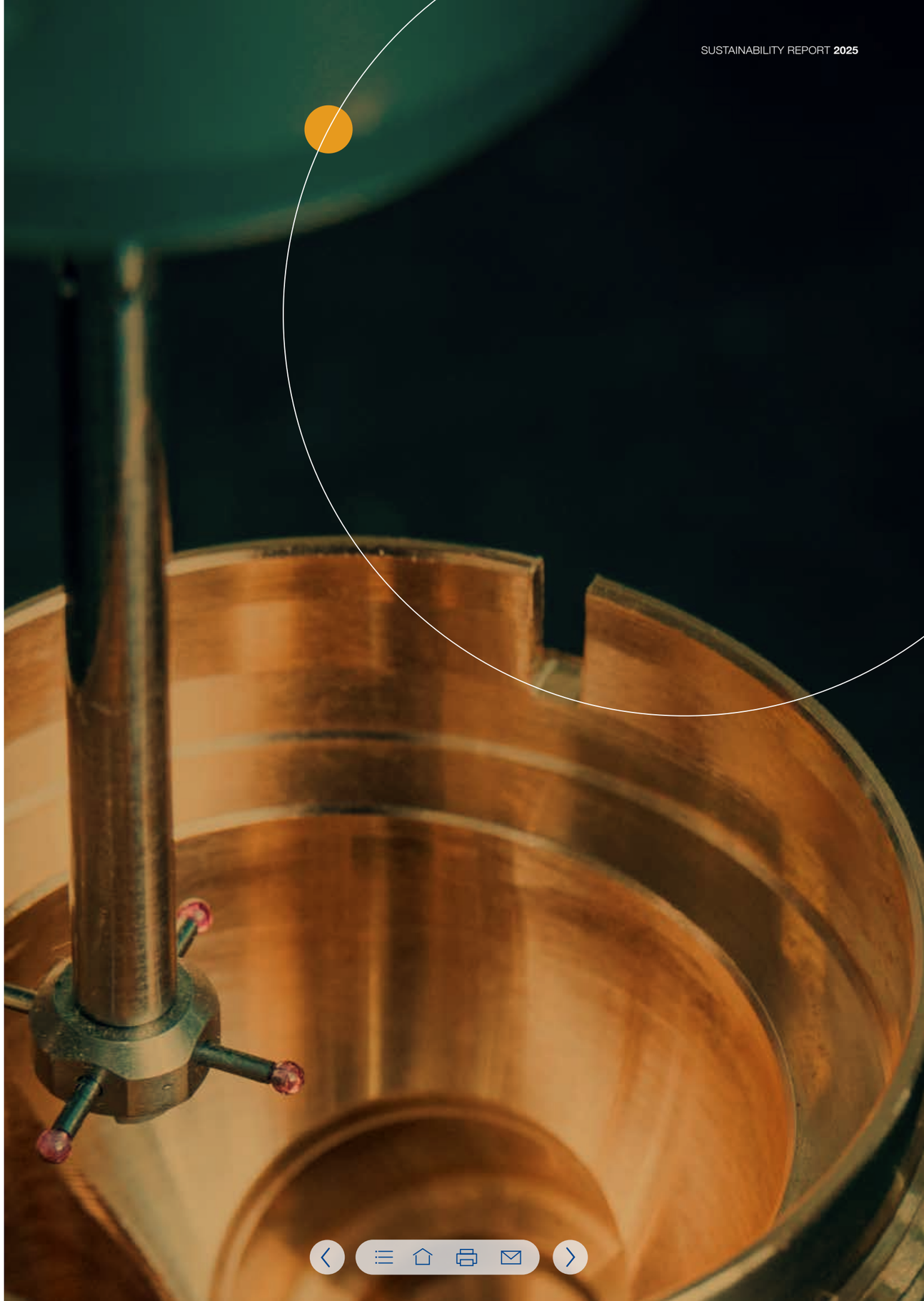
1
ANALYSIS
of previous materiality assessments, data and documentation to understand the company context and any significant changes.

2
IDENTIFICATION
of Impacts, Risks and Opportunities (IROs) and associated ESG topics

3
ASSESSMENT
of IROs according to the criteria defined by the CSRD

4
ENGAGEMENT
of stakeholders through specific questionnaires for each stakeholder category

5
PRIORITISATION
of IROs based on values assigned internally and by stakeholders



2.2

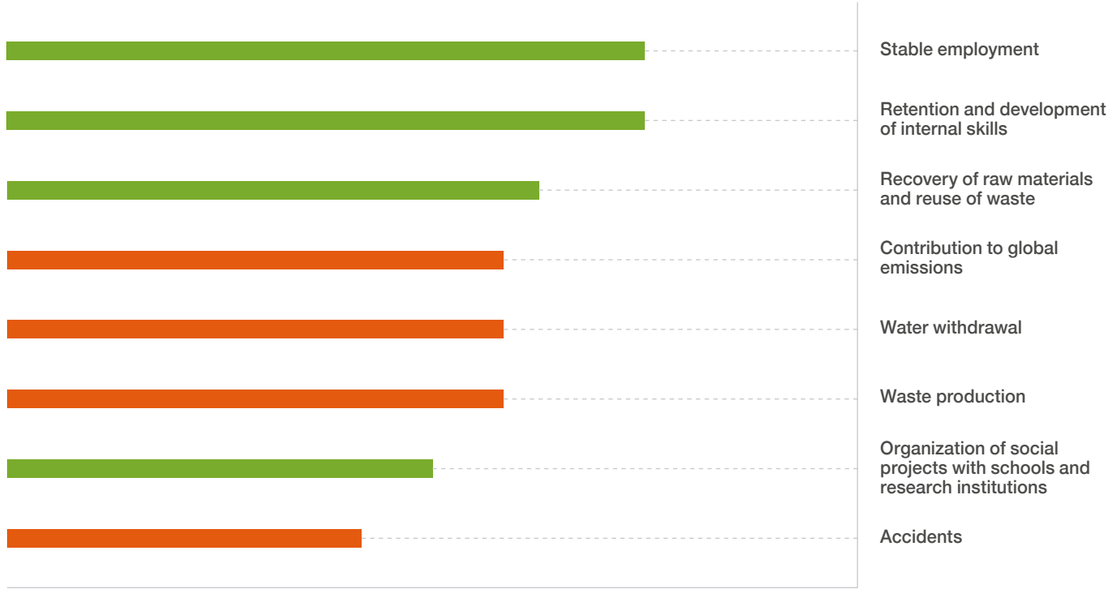
Conclusion of the analysis

The final output (bar charts) is derived from a **prioritization of the values assigned** (internally and by stakeholders) and is intended to provide a graphic representation of the greater or lesser relevance of the various material topics.

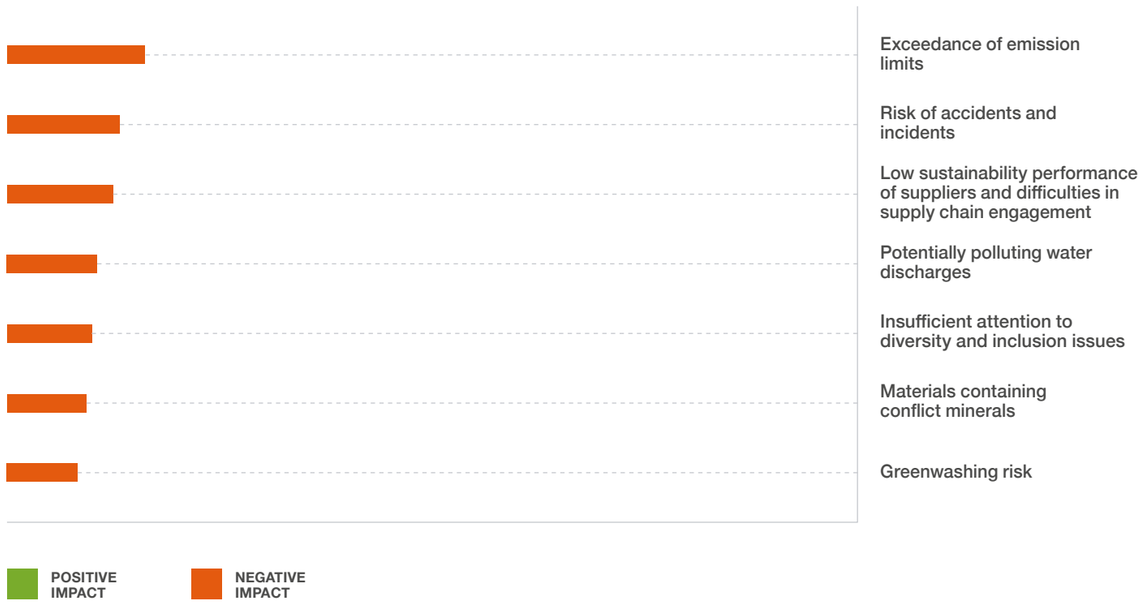
The objective of the analysis is to understand which positive impacts and opportunities to maximize and which negative impacts and risks to mitigate, prioritizing them.

In the case of actual impacts, the greater or lesser relevance depends solely on the internal assessment; in the case of potential impacts, risks, and opportunities, it is also based on the score assigned by stakeholders. The illustrated IROs will then be repeated within the various chapters (in the section relating to the respective topic), where the associated data and mitigation strategies will be explained, with the title and classification of the IRO (preceded by the symbol §) being referenced in a footnote.

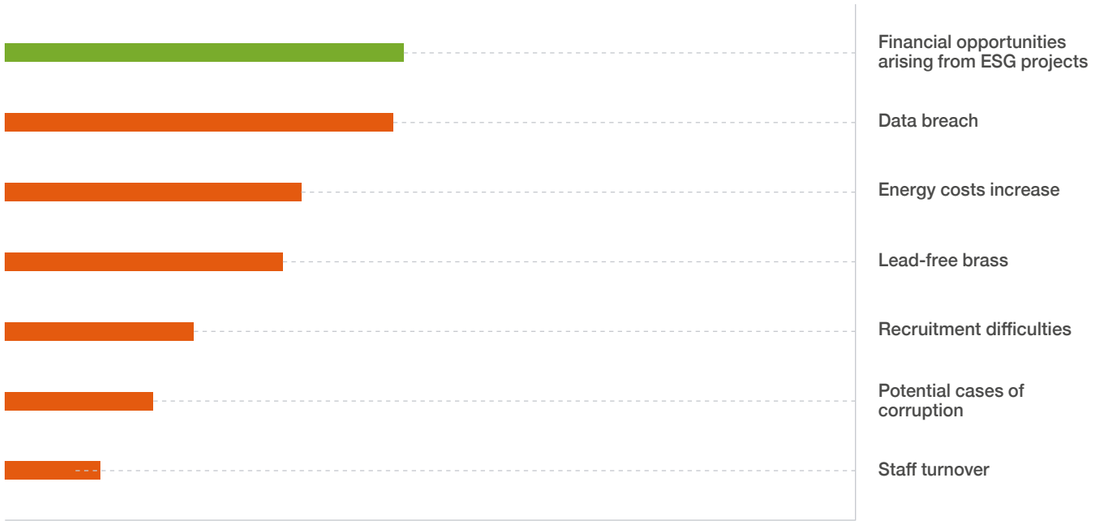
ACTUAL IMPACTS



POTENTIAL IMPACTS



RISKS AND OPPORTUNITIES



OPPORTUNITIES RISKS

2.3

Brawo's material topics

The issues related to the identified IROs are therefore the following (divided by ESG sphere):

ENVIRONMENTAL AREA

- Climate change
- Pollution
- Water resources
- Resource use and circular economy

SOCIAL AREA

- Workforce
- Affected communities

GOVERNANCE AREA

- Business management

3.

Environmental Area

Our commitment to environmental conservation is based on clear responsibilities and well-defined goals in full compliance with current legislation.

3.1

Environmental Area

Since 2008, Brawo has adopted an Environmental Management System certified according to the international standard ISO 14001:2015, which has been complemented by an Energy Management System compliant with the ISO 50001:2018 standard since 2024. The company has long demonstrated a strong focus on environmental protection and energy efficiency, promoting an approach tending to monitor and improve performance.

In parallel with the ongoing monitoring of key environmental KPIs, Brawo annually calculates its carbon footprint (Organizational Carbon Footprint), i.e., its direct and indirect emissions (Scope 1, 2, and 3[1]). Measuring CO_2 emissions allows accurate and systematic monitoring of its impact over time, allowing comparison with previous years and thus enabling the company to assess its strengths and prioritize areas for improvement with a view to reducing its emissions.

Annual calculation of organisation's Carbon Footprint **(ISO 14064-1)**

More than 90% **of processed brass comes from** recycled material

Reduction of emission intensity

Activation of photovoltaic systems

[1] Here GHG Protocol.

OUR GOALS FOR ENVIRONMENTAL PROTECTION

SDGs	Topic	Actions 2024	Progress of activities in 2025	Future actions
7 AFFORDABLE AND CLEAN ENERGY	Energy and Energetic efficiency	Evaluation of relevant projects to improve energy efficiency.	**ONGOING ACTIVITY** In 2025, several interventions were carried out at both sites.	Evaluation of relevant projects to improve energy efficiency.
		Self-production of electricity through a photovoltaic system.	**ONGOING ACTIVITY** Self-production is expected to begin in 2026.	Self-generation of electricity via a photovoltaic system.
13 CLIMATE ACTION	Atmospheric emissions	Annual update of the Organization's Carbon Footprint study.	**COMPLETED ACTIVITY** also for FY2025.	Annual update of the Organization's Carbon Footprint study.
		Reducing emissions.	**NOT COMPLETED ACTIVITY** completed in FY2025, but subject to annual evaluation.	Drafting of a decarbonization plan.
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Waste management and circular economy	Progressive increase in the recycled content of raw materials.	Currently, the percentage of recycled raw materials is always above 80%.	Complete and annual mapping of the % of recycled content in incoming raw materials.
		Experimentation on the possibility of reusing mold lubrication oil and consequent reduction in the amount of hazardous waste.	**TESTING PHASE PROJECT** Ongoing activity.	Ongoing activity.
		Evaluation of material and procedural alternatives to the use of plastic in packaging.	**ONGOING EVALUATION OF FILM ALTERNATIVES** currently not qualitatively similar to plastic film.	Monitoring the supply of alternatives on the market.

3.2

Climate change

3.2.1 Energy and efficiency

Energy is a strategic factor for Brawo's brass and aluminum hot forging operations, as these processes are characterized by high energy intensity and significant use of thermal and electrical resources. For this reason, the company considers efficient energy management a central element of its commitment to environmental sustainability, industrial competitiveness, and the reduction of climate-altering emissions. Through continuous consumption monitoring, optimization of production processes, and the adoption of more efficient technologies, the organization pursues a development model geared towards improving energy performance.

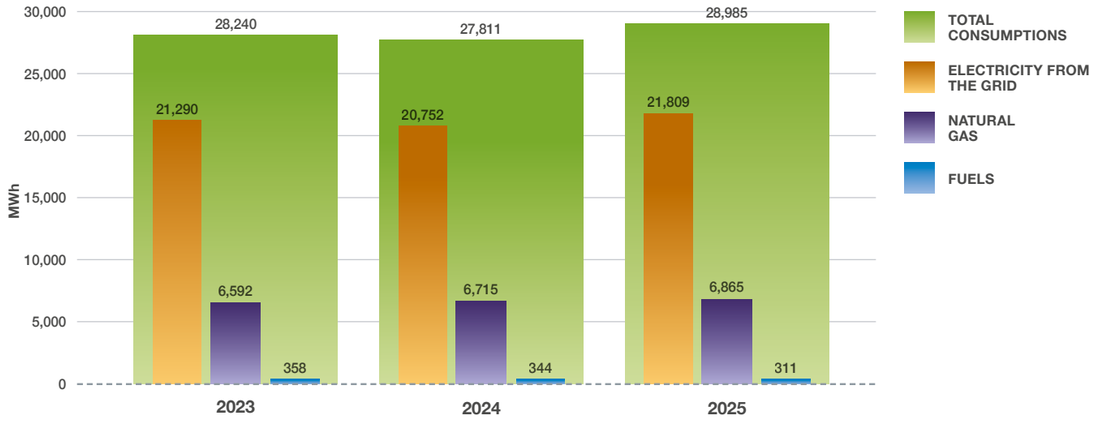
The data presented below and throughout the document are aggregated for the two locations (Via XXV Aprile or Brawo 1 and Via Carducci or Brawo 2) covered by this report.

Brawo relies primarily on two energy sources: **electricity** (75.2% of the company's total energy needs) and **natural gas** (23.7% of the company's total energy needs[2]), while a smaller share of the total (1.1%) comes from fuels used for the company's fleet, which runs on diesel, gasoline, and LPG.

In terms of total consumption, there was a 4% increase (from 27,811 MWh in 2024 to 28,9855 MWh in 2025), primarily due to electricity consumption, which increased by 5%, but also to a 2% increase in natural gas consumption.

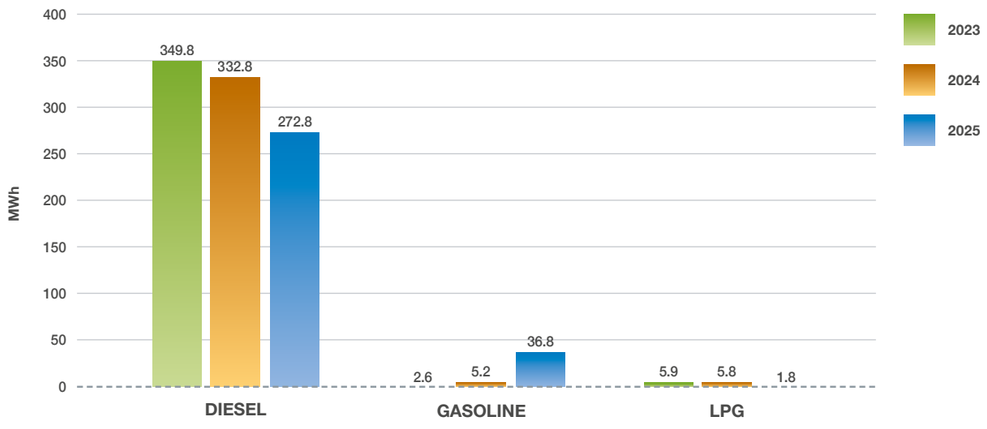
[2] Compared to previous sustainability reports, energy demand has been expressed in MWh rather than primary energy in toe (tons of oil equivalent). This choice stems from the choice to provide a better representation of the company's energy profile.

ENERGY CONSUMPTIONS



It's interesting to notice how overall fuel consumption decreased in 2025 compared to 2024, thanks to internal decisions regarding the company fleet. As can be seen in the following graph, the use of diesel and LPG decreased in 2025, in favor of a greater use of gasoline. Between the end of 2024 and the end of 2025, three company cars (two diesel and one LPG/gasoline) were replaced with two gasoline cars and one hybrid (electric/gasoline).

FOCUS: FUELS



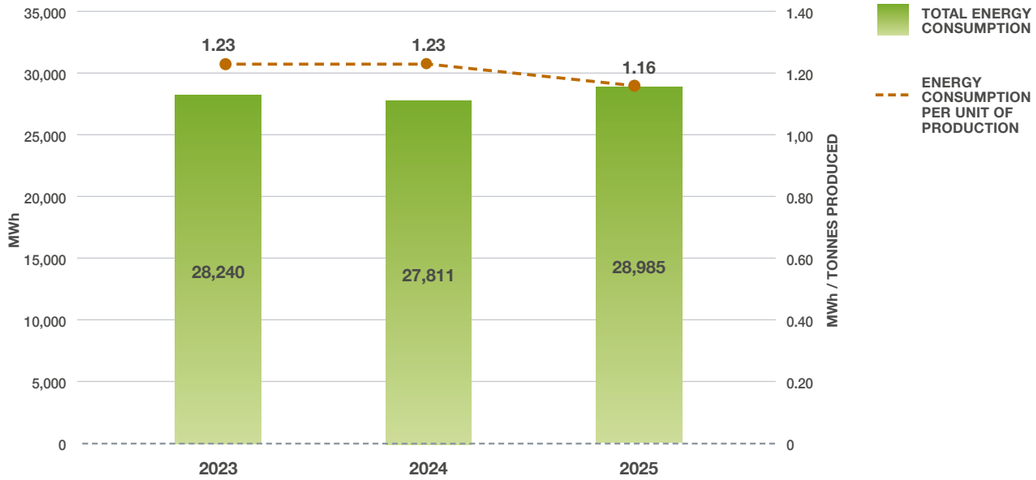
Generally speaking, the increase in energy consumption is primarily due to the increased volume of raw materials processed (+11% in 2025 compared to 2024), driven by increased production. Thanks also to the consolidated support of the **ISO 50001 Energy Management System**, several strategic interventions have been implemented at both Valcamonica production sites. Some of the main interventions at Brawo 1 (Via XXV Aprile) are: the purchase of an electric vehicle for the maintenance department, the replacement of a furnace and a press, the purchase of new induction machines for mold heating, and the replacement of a gas furnace with an electric one. At Brawo 2 (Via Carducci) the implementations were the replacement of a machining cell, now equipped with energy usage meters and automatic compressed air shut-off, the decommissioning of a machining cell, the purchase of a dryer for a variable compressor, and LED lighting upgrades in the canteen.

Among ongoing projects that will contribute to energy savings are the new **photovoltaic systems**, scheduled for commissioning in 2026. These are installed on the roof of the automated bar warehouse, on the roof of the bar cutting department at the Brawo headquarters on Via XXV Aprile, and on land (in Predalva area), with a total installed capacity of approximately **3,625 kW**.

All implemented and new planned interventions are constantly monitored with a view to reducing consumption and monitoring energy cost risks[3]. The internal **Energy Team** coordinates all phases of design, implementation, and monitoring of energy projects and supervises the energy consumption of the various systems to promptly identify improvement measures.

In 2025, despite an increase in total energy consumption, the energy intensity index decreased. This indicator expresses the ratio between total energy consumption and tons of energy produced. The decrease in energy intensity shows that for each ton produced by Brawo in 2025, less energy was used than in 2024 and 2023, confirming greater energy efficiency in the reporting year compared to the previous two-year period.

ENERGY INTENSITY



Regarding future planning, Brawo plans to complete the **new warehouse** that will serve as a finished product warehouse in 2026. At the same time, the company will continue to implement its energy efficiency plans, scheduling specific interventions such as identifying and eliminating leaks in the compressed air circuit at both sites and using electricity from its own photovoltaic system.

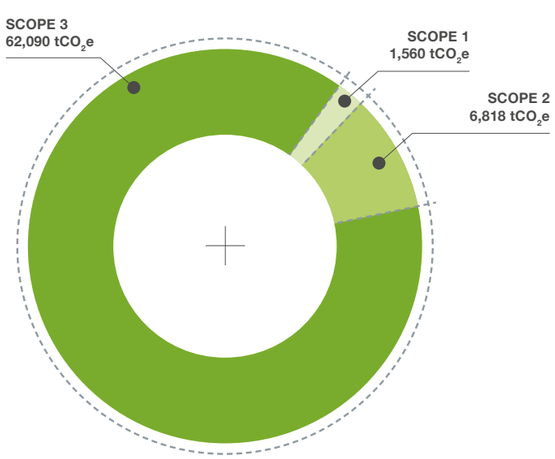
[3] § Risk: energy costs increase.

3.2.2 Emissions in the atmosphere

As a manufacturing company, Brawo has an impact on the surrounding environment in terms of greenhouse gas emissions[4]. Since 2021, the company has been monitoring its Scope 1 and Scope 2 emissions, and since 2023, it has also been calculating Scope 3 emissions, conducting a **Carbon Footprint** study according to the ISO 14064:1-2018 standard. 2023 is therefore a baseline year, and the company has updated its emissions impact calculation annually since then.

In 2025, Brawo emitted approximately 70,500 tCO_2e, divided between direct emissions (2.2%, Scope 1), indirect emissions from imported energy (9.7%, Scope 2), and other indirect emissions (88.1%, Scope 3).

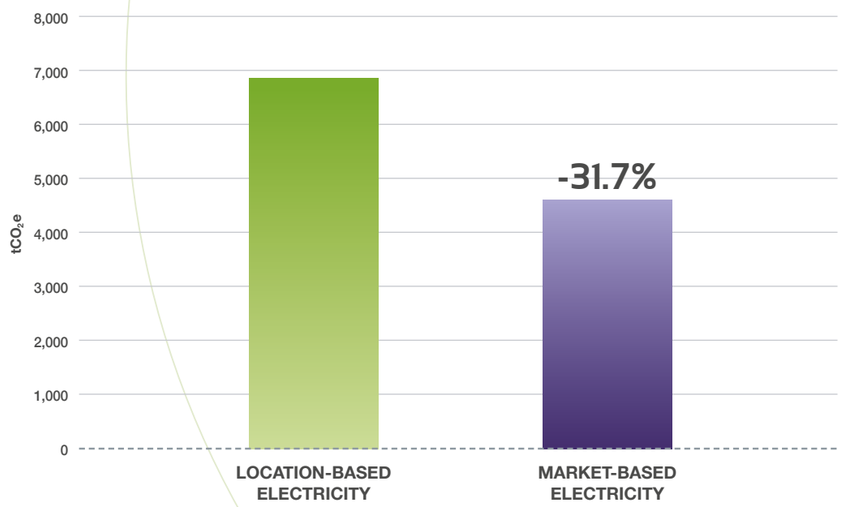
BRAWO CARBON FOOTPRINT (2025)



The ISO 14064-1 standard requires a *location-based* approach for Scope 2 emissions (relating to imported energy), considering the national energy mix. Brawo also performed a second calculation, following the ***market-based*** approach, which uses a specific emission factor related to the company's electricity supplier[5].

The results for Scope 2 emissions in previous years are confirmed: the supplier used is more efficient than the national average, and emissions for market-based imported energy are lower (-31.7%) than for location-based emissions. This year's difference is particularly marked because, nationwide, reliance on LPG has increased (to disadvantage of natural gas), resulting in an increase in the *location-based* emission factor.

SCOPE 2 EMISSIONS

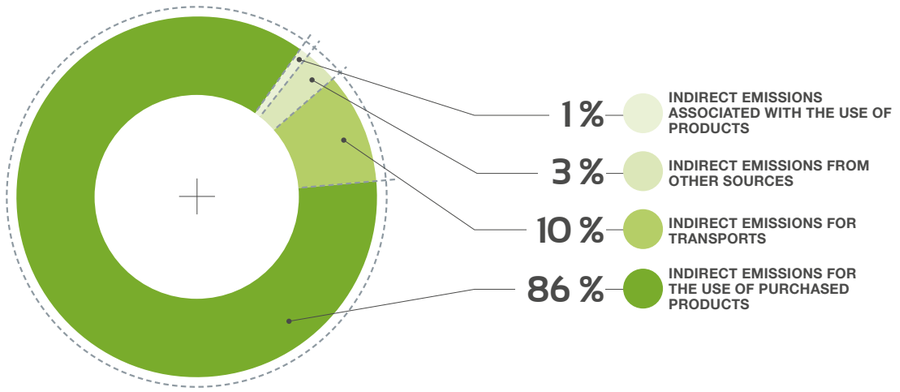


[4] § Actual negative impact: Contribution to global emissions.

[5] In the case of Brawo, both PODs are A2A.

The most significant category, as is often the case for manufacturing companies, is **Scope 3**, which corresponds to 62,090 tCO_2e. For the first time this year, Brawo reported not only emissions related to transportation and purchased products, but also those related to the end-of-life of its products sold (Category 5 of ISO 14064-1) and the purchase of capital goods such as machinery and buildings (Category 6 of ISO 14064-1).

FOCUS: SCOPE 3

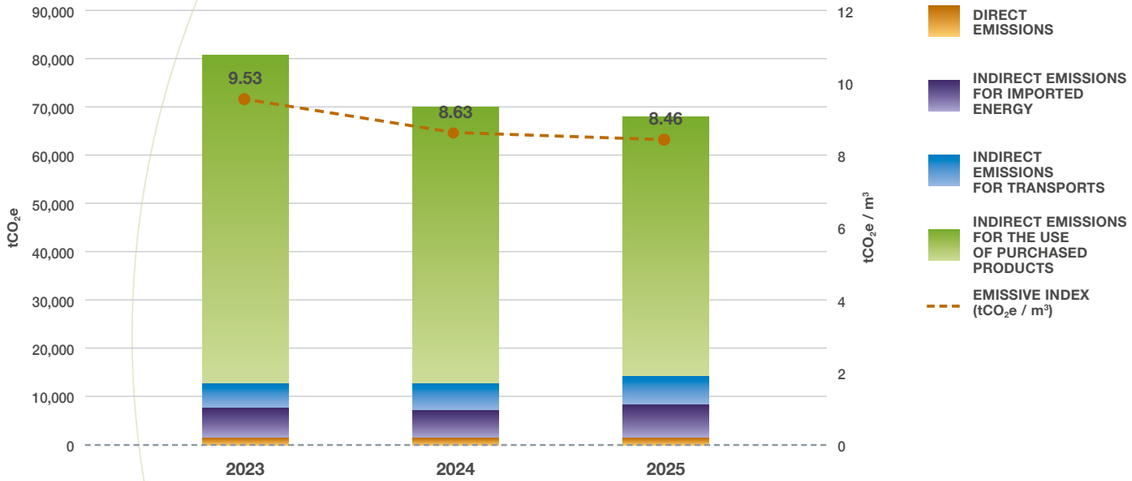


The most significant category in terms of emissions is Category 4, especially when it comes to purchasing raw materials. During 2025, the company conducted significant **engagement with its suppliers,** mapping the percentage of recycled content in the materials they sell. Thanks to this analysis, emissions related to the purchase of brass and aluminum increased from 54,525 tCO_2e (in 2024) to 50,453 tCO_2e (in 2025), with production slightly increasing over the reporting year.

Brawo's production can vary significantly throughout the year, shifting toward brass or aluminum, depending on the market. For this reason, starting in 2024, the company decided to create an emissions index that correlates its emissions not to the tons of finished product, but to the volume of that product, considering the different densities of the two materials mentioned[6]. As can be seen in the graph below, categories 5 and 6[7], which were previously referred to, were not included in the **emission index** calculation. These categories were not calculated in the previous reporting periods (2023-2024), so the data reported here only concerns categories 1 through 4.

As can be seen in the graph, emissions have decreased both in absolute terms and in terms of production.

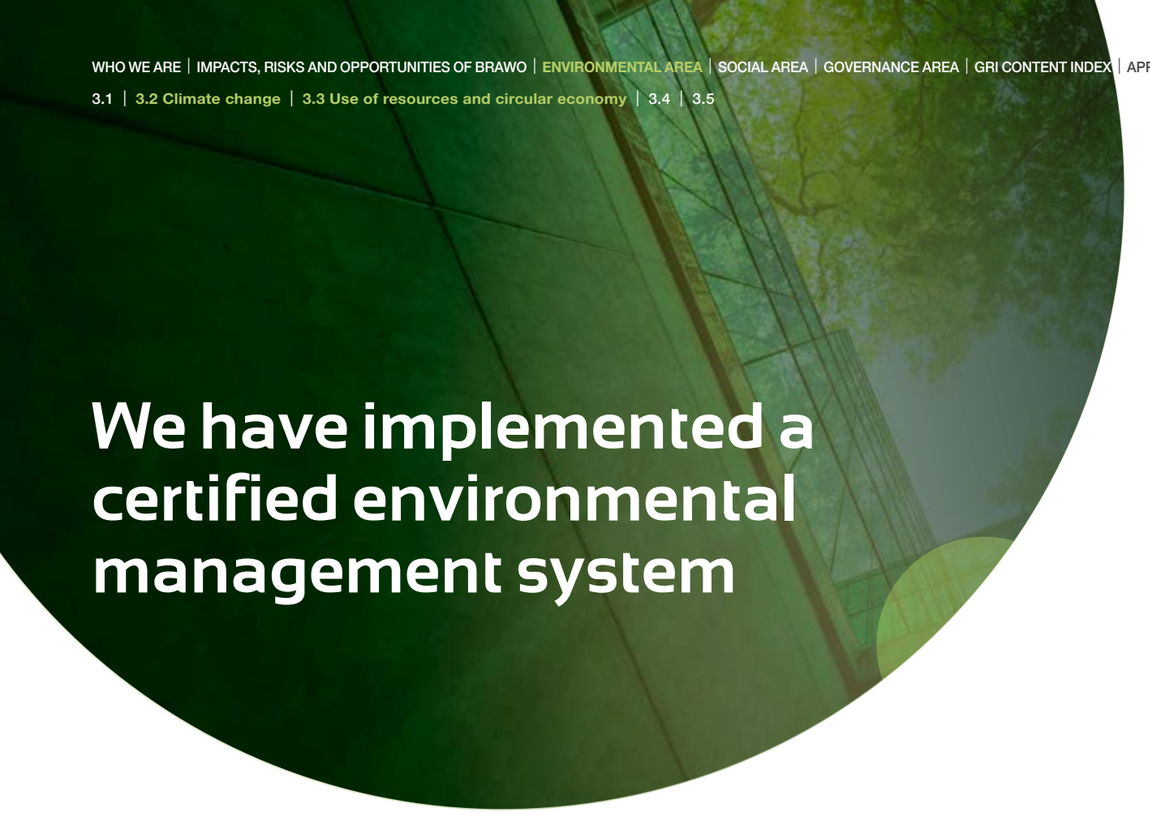
EMISSIVE INDEX



The comparison with the baseline year, 2021, was conducted only for Scope 1 and 2 emissions, for which there is a historical record. In 2025, emissions for these two categories increased, primarily due to the increase in the national emission factor and, secondarily, to an increase in Brawo's electricity grid withdrawals, also due to the improved performance of the plants used.

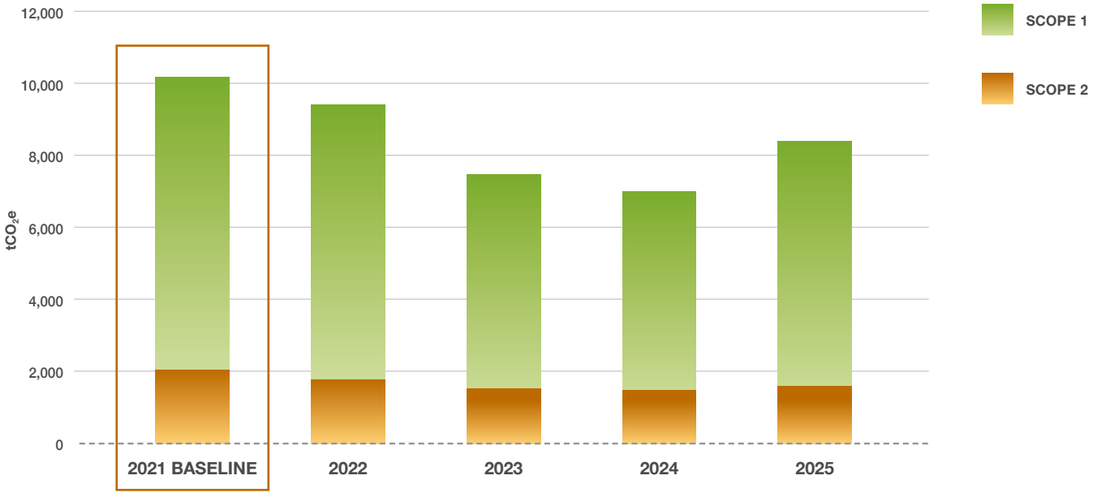
[6] Aluminum has a much lower density than brass (2,700 kg/m³ versus 8,700 kg/m³).

[7] Category 5 for Brawo includes end-of-life emissions from products sold. Category 6 for Brawo concerns amortization included in the financial statements.



We have implemented a certified environmental management system

SCOPE 1 AND 2 EMISSIONS



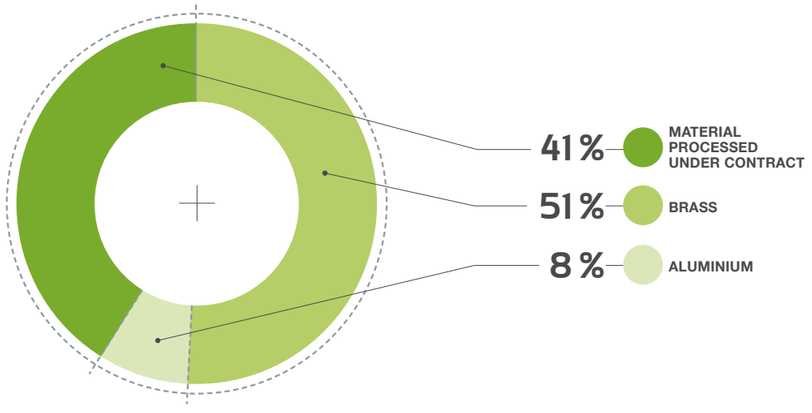
3.3

Use of resources and circular economy

3.3.1 Material recovery and reuse

In 2025, Brawo purchased over 10,000 tons of brass and 1,600 tons of aluminum to grant its own production, while processing approximately 8,300 tons of raw materials for third parties, for a total of 20,400 tons of material. This figure is in line with the previous year.

PROCESSED MATERIALS (2025)



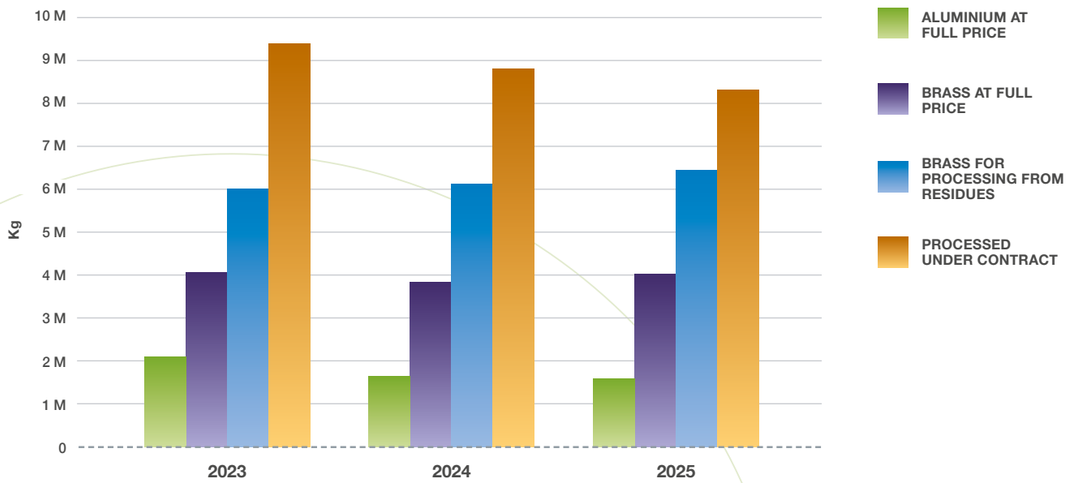
The recovery of raw materials[8] is a strategic issue for the company, which is constantly seeking innovative solutions to streamline its production process.

Brawo constantly monitors its recovered raw materials; to date, over **90% of its processed brass is made from recycled material**, with 90% of this sourced from its sister company Almag, which provides a certified Organizational Carbon Footprint and an indicator per kg of drawn brass.

[8] Effective positive impact: Recovery of raw materials and reuse of waste.

Regarding other production materials, the company is seeking alternatives aimed at reducing the sourcing of resources from virgin raw materials, given that material circularity is the most influential variable in terms of overall emissions impact. As mentioned in the section on emissions, in 2025 Brawo mapped the percentage of raw materials sourced from its aluminum and brass suppliers (other than its sister company Almag): for these suppliers, the percentage of recycled material is high and, when declared, exceeds 80%.

MATERIAL FLUXES



Operating in the metalworking sector, especially brass, Brawo is also attentive to the international context and any critical issues related to the raw materials it handles.

Specifically, the issue of raw materials containing conflict minerals is monitored because processed brass and aluminum may contain minimal residues of tin, which is considered a **conflict mineral**[9]. In 2025, Brawo began precise tracking of raw materials certified for conflict minerals, including through its internal supplier platform.

Brawo has received declarations regarding the absence of conflict minerals in the raw materials purchased from 11 suppliers, namely all of its main suppliers, including its subsidiary Almag. Eight of these suppliers complete the CMRT (Conflict Minerals Reporting Template), while three declare that they do not import any type of raw material containing conflict minerals. All documentation is tracked and updated directly on the internal supplier platform.

[9] Potential Negative Impact: Materials with Conflict Minerals.
Conflict minerals include tin, tantalum, tungsten, and gold. They are so-called because their sourcing is often carried out in politically unstable or conflict zones and is associated with a high risk of human rights violations or the financing of armed groups.

The transition to low-lead brass alloys

The brass processing industry is increasingly moving toward the use of "**low-lead**" or "**lead-free**" alloys, meaning those with little or no lead content. The demand for these alloys is driven both by the potential environmental and human health risks associated with lead use, as well as by the increasingly stringent regulatory landscape[10]. Lead, often added to brass alloys, is an element that improves workability, but it is subject to restrictions.

The transition to an industry capable of properly processing these alloys poses significant challenges for companies in the sector, including the development of new procedures and the adaptation of production processes. Brawo is attentive to this issue and has long since embarked on an innovation journey for the production of components made with "low-lead" or "lead-free" alloys.

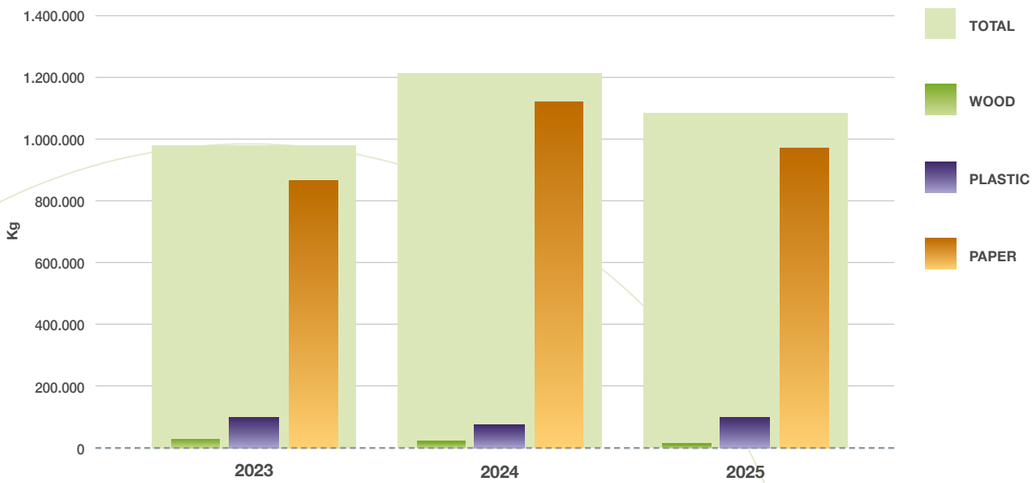
Thanks to an advanced machinery fleet and the in-house expertise developed over the years, the company is already capable of designing dedicated production cycles that ensure high quality standards for these alloys as well. A key element of this transition is the collaboration with Almag, a group company specializing in the production of brass rods. The synergy between the two companies allows them to offer customers comprehensive support in adopting the new alloys, providing technical solutions and expertise to address regulatory and market challenges.

[10] § Risk: Lead-free Brass.

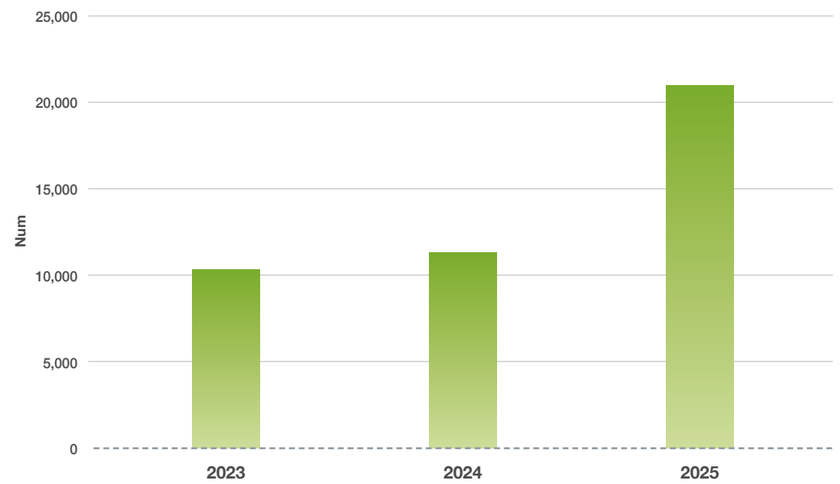
3.3.2 Packaging

Regarding packaging, Brawo purchases approximately 1,000 tons of material considering wood, plastic, and paper per year, as well as numerous pallets (20,700 in 2025, measured not by weight, but by number). In the reporting year, the quantity of packaging managed in kilograms decreased compared to the previous year, while the number of pallets purchased almost doubled. There was also an increase in the purchase of plastic packaging (+35% compared to 2024), which was analyzed in detail in terms of its regenerated material content: 30% of the plastic in Brawo's packaging is recycled.

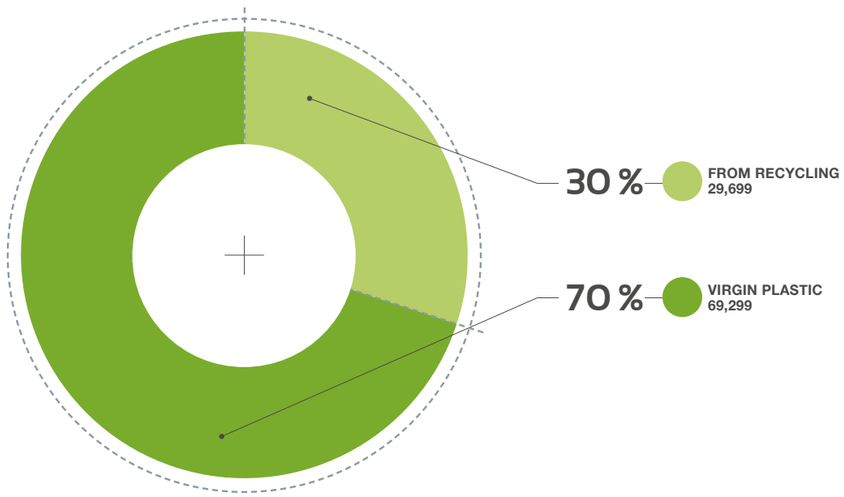
PACKAGING



PALLET



ORIGIN OF PLASTIC PACKAGING (2025)



3.3.3 Waste management

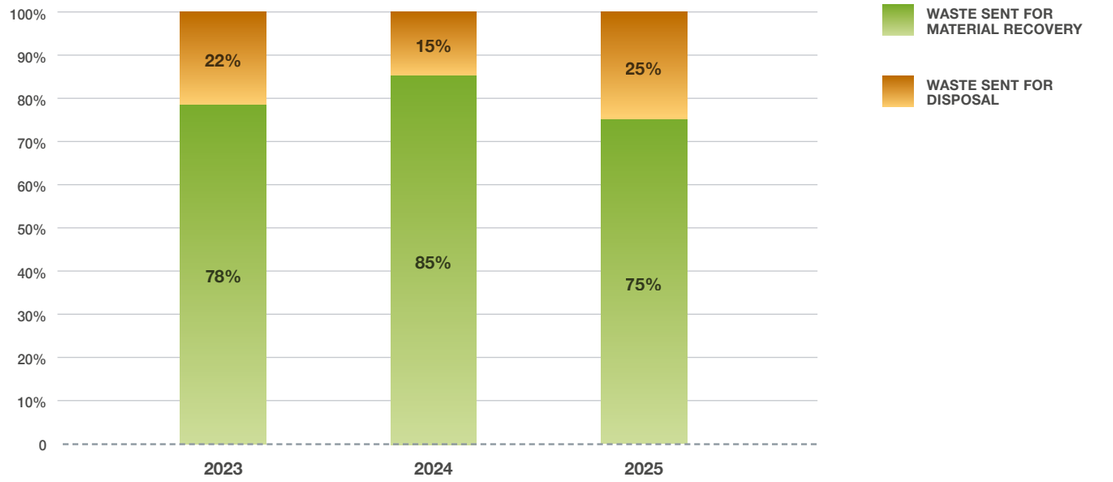
Like any manufacturing activity, Brawo generates waste during its production and in 2025 produced approximately **4,900 tons** of waste[11], a quantity essentially in line with that recorded in the last two years. Analyzing the composition of the waste generated, 63.9% consists of metal waste (filings, chips, iron and steel, powders, and metal packaging), followed by 22.9% liquid waste from washing operations.

To reduce the amount of waste produced, the company has maintained a high level of employee engagement by encouraging separate waste collection within its facility.

WASTE PRODUCTION

Regarding waste destination, in 2025, 75% of the waste was sent for recovery operations, while the remainder was sent for disposal; the portion of waste destined for recovery operations decreased during the year.

WASTE DESTINATION



[11] § Actual negative impact: Waste production.

3.4

Water resources

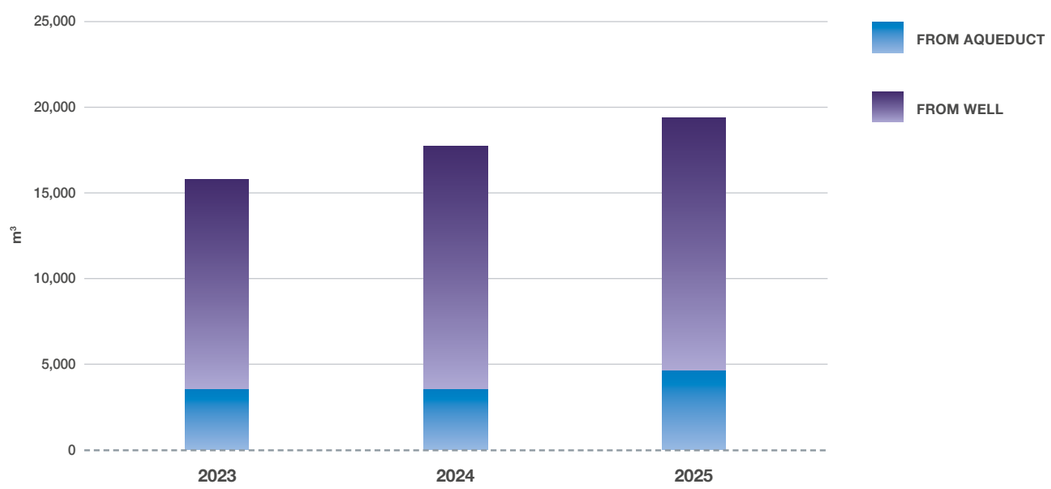
3.4.1 Water use

The water supply at the two sites can be summarized as follows:

- Water drawn from the Pian Camuno Municipal aqueduct: used for drinking and partly for non-drinkable sanitary purposes;
- Water drawn from a well: used for the production cycle (industrial use).

In 2025, some issues encountered in plant management led to an increase in water withdrawals, which amounted to over 19,000 m3, compared to 17,600 m^3 the previous year[12]. To reduce water consumption, Brawo reuses, where possible, part of the water withdrawn from its processes. Until previous years, this amount was estimated by the company; starting in 2025, the figure was accurately measured and found to be 86 m^3.

WATER WITHDRAWAL



[12] Actual negative impact: Water withdrawal.

3.5

Pollution

3.5.1 Air emissions and water discharges

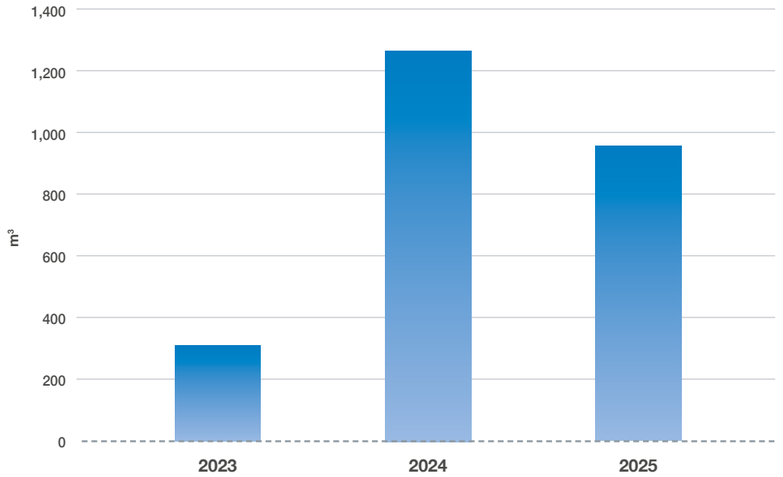
Brawo, for its Via XXV Aprile site (Brawo 1), is subject to an AUA (**Single Environmental Authorization**) and therefore monitors both airborne pollutants and its own wastewater through periodic sampling and analysis to prevent potential pollution-related issues[13].

Company wastewater consists primarily of rainwater runoff, while industrial wastewater is recirculated in **closed-loop** industrial plants and is therefore not discharged.

In 2024, following the construction of the new warehouse, several **soakaways** were installed to disperse rainwater directly into the ground, to reduce the burden of water discharged into the municipal sewer system. In 2025, the volume of water discharged decreased by 25% compared to 2024, a year in which heavy rainfall was recorded. Since it is not possible to separate the volumes of water discharged from those of first rainfall, each year the water discharge data is influenced by the rainfall in the area.

[13] § Potential negative impact: Exceeding emission limits.

WATER DRAINS (INCLUDING FIRST RAINWATER TANKS)



Regarding the quality of water discharges, as well as other potential pollutants to be monitored according to the AUA, Brawo adopts several risk mitigation strategies. First, it performs regular maintenance on its systems; second, it has deployed spill prevention kits in critical areas and has kept its emergency response team properly trained and updated to manage environmental emergencies[14]. For 2025, sampling of airborne pollutants and wastewater has shown that all parameters are within the legal limits.

[14] § Potential negative impact: Polluting water discharges.

3.5.2 Noise

In carrying out its business activities, Brawo monitors another environmental parameter: noise.

The acoustic impact generated must comply with the limits established by the municipal noise classification plan.

For this reason, the management and mitigation of any noise pollution is of particular importance to the company. The company regularly conducts noise monitoring campaigns at external receptors and carries out maintenance on its systems, combining these actions with an ongoing commitment to improving soundproofing solutions. The latest improvements made in 2023 included the installation of noise barriers near the Via XXV Aprile plant and on a new compressor. In addition to periodic monitoring, the construction of a new warehouse building is also underway, which will further contribute to limiting the propagation of noise to the outside world and also serve as acoustic shielding for the surrounding residential areas.

We want and must change the present to improve the future of the world

4.

Social Area

All individuals working at Brawo are aware of their roles and are motivated to achieve the company's mission with mutual interpersonal respect.

4.1

Social Area

The **social dimension of the ESG paradigm** for Brawo is based on several cornerstones: training, workplace health and safety, employee well-being, and community support. Brawo allocates resources and collaborates on initiatives both internally and externally, aiming to foster the positive development of the company and the local community in which it operates. These objectives translate into ongoing investments in training and skills development, the well-being of its people, and the organization of initiatives that promote the active involvement of employees in corporate life.

322
employees in 2025

+97 %
of employees hired on permanent contracts

WELFARE
for all employees

+33,000 €
in donations

12
interns hosted in 2025

OUR GOALS FOR EMPLOYEES AND THE COMMUNITY

SDGs	Topic	Actions 2024	Progress of activities in 2025	Future actions
4 QUALITY EDUCATION	Training and skills development	Mapping of training needs and organization of courses to fill any training gaps	**INITIATED ASSESSMENT** of skills and mapping needs.	Conduct a skills assessment campaign for all employees in 2026 and organize training courses based on the needs mapping in 2027.
8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES	Staff well-being	New corporate climate survey	**CORPORATE SATISFACTION SURVEY CONDUCTED** through questionnaires distributed to all employees.	2026-2027: New corporate satisfaction analysis, with a distinct focus on satisfaction and awareness.
4 QUALITY EDUCATION 11 SUSTAINABLE CITIES AND COMMUNITIES	Training	Award of scholarships for employees' children.	11 scholarships awarded (7 for high school and 4 for university).	Continuation of scholarships.

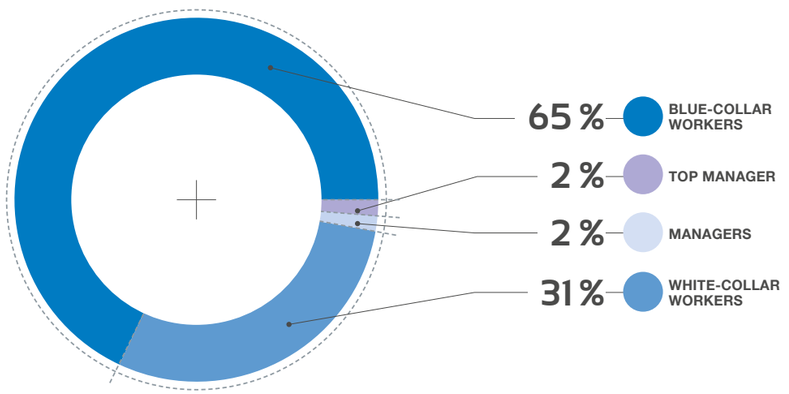
4.2 Human resources

4.2.1 Human resources management

Brawo's human resources management is guided by the principles of non-discrimination and equity and aims to enhance people, encouraging their growth and well-being, and protecting health and safety in the workplace. This model fosters professional growth and helps create a positive, collaborative, and stimulating work environment.

As of December 31, 2025, the company's workforce numbered **322 employees** (271 men and 51 women), a 3% decrease compared to the previous year. The company's workforce is made up of 65% blue-collar workers, 31% white-collar workers, and the remaining 4% managers and senior managers[15].

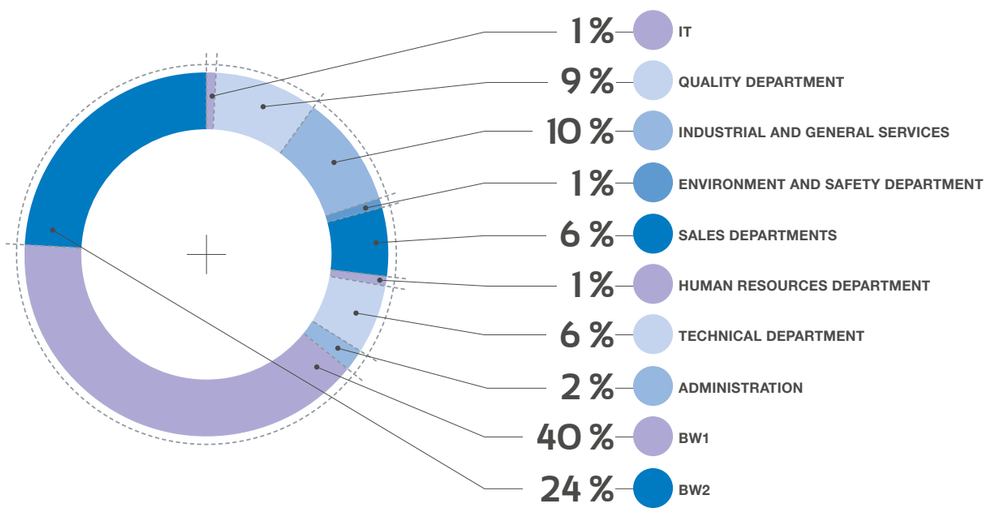
STAFF BY JOB CLASSIFICATION (2025)



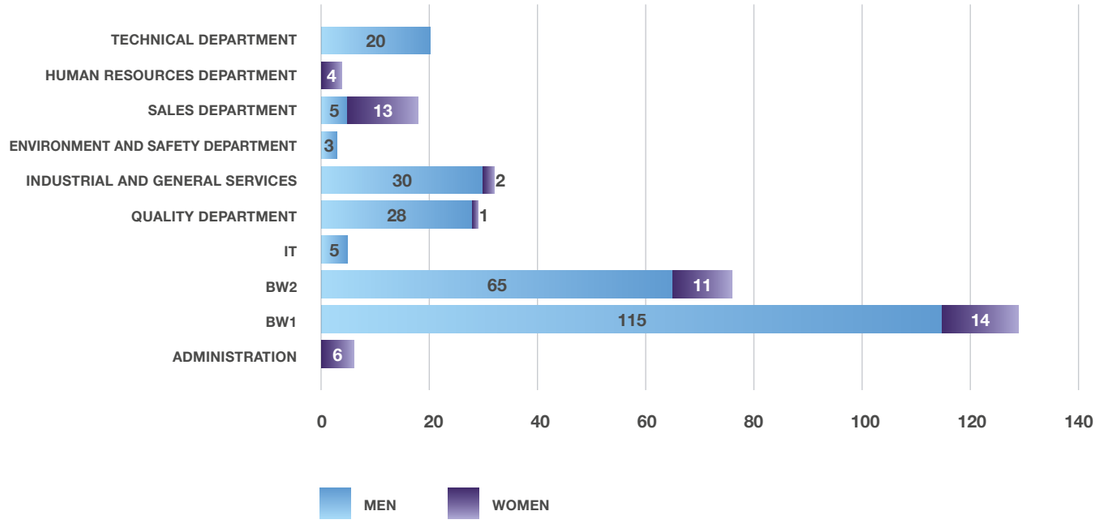
[15] Top managers represent the first two lines of the organizational chart immediately below the highest governing body..

The staff is divided into 10 main functions, with the majority working exclusively in one of the two locations and holding blue-collar positions (BW1 and BW2). The next largest employees' section is the quality department, general and industrial services, and technical and sales departments. Below are two graphs showing the staff breakdown by role, as well as a breakdown of the number of men and women in each role.

STAFF BY ROLE (2025)

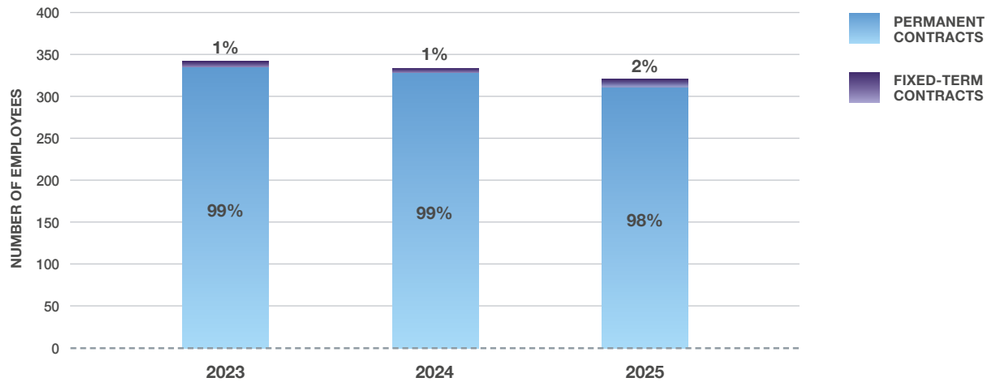


MALE AND FEMALE EMPLOYEES BY ROLE



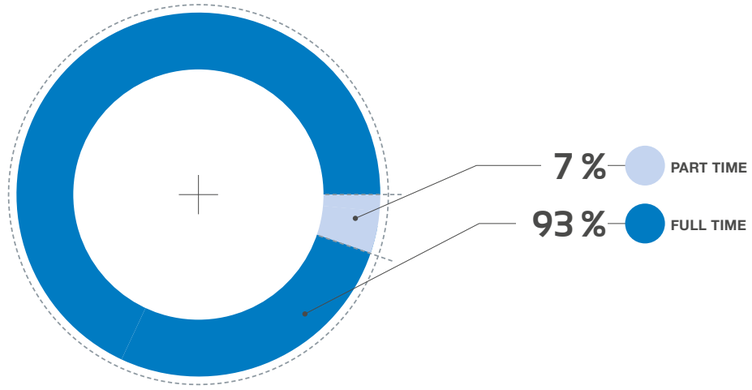
In 2025, there were 10 new hires. 97.8% of the company's workforce was employed on permanent contracts, while approximately 2% (7 people) had fixed-term contracts, unlike previous years, when this category was less numerous (2 people in 2024 and 3 people in 2023). Fixed-term contracts are used occasionally by Brawo, particularly during initial hiring: they represent a step in the entry process within the company and are then converted into permanent contracts after a probationary period.

STAFF BY CONTRACT

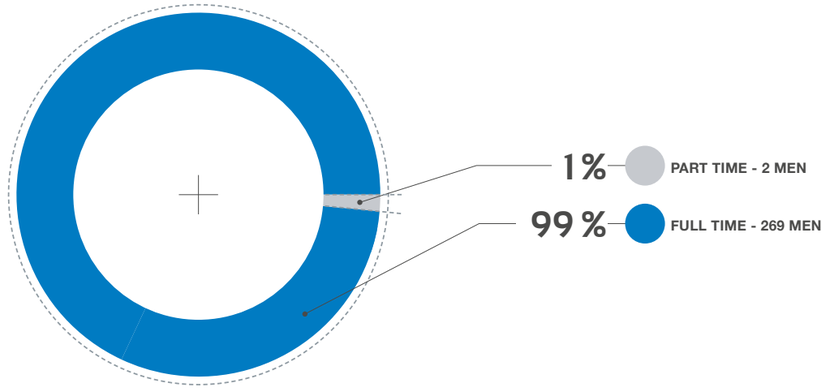


Regarding full-time and part-time employment, approximately 93% of the workforce have a full-time contract. In 2025, as in previous years, the trend shows that most part-time employees are women. More specifically, in 2025, 1% of men have a part-time contract, while for women the percentage is around 39%.

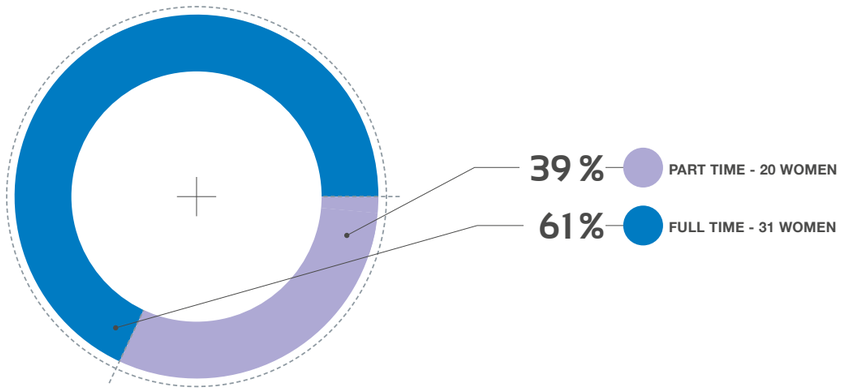
PART-TIME AND FULL-TIME STAFF CONTRACTS (2025)



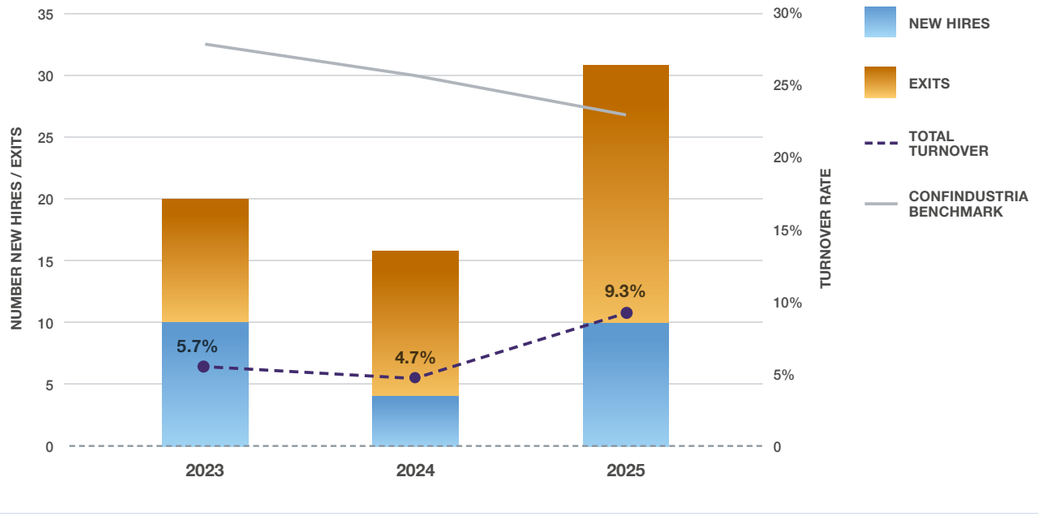
PART-TIME AND FULL-TIME (2025) - MEN



PART-TIME AND FULL-TIME (2025) - WOMEN



STAFF TURNOVER



Brawo's workforce is characterized by good stability in terms of job security[16]. This is confirmed, firstly, by the number of permanent employees and, secondly, by the turnover rate over the last three years, consistently below the 10% threshold.

The 2025 turnover figure stands at around 9.3%, up compared to the previous two years as there were overall higher incomings and higher outgoings due essentially to retirement replacements (7 retirements), but it is still significantly lower than the most up-to-date Confindustria benchmark for the manufacturing sector (22.9%)[17].

Recruiting staff is a pressing issue for many companies nowadays, with increasing difficulty in finding suitable candidates[18]. In Brawo's case, this difficulty primarily affects highly skilled technical professionals, especially those with expertise in new industrial technologies. Another risk factor is the impact that an increase in turnover[19] could have on the company's operations. Although this issue is not particularly critical for Brawo, the company constantly monitors it, including through dedicated analyses. In 2025, a **climate survey** was conducted using anonymous questionnaires to assess employee awareness of the organization and its operations. The questionnaire also included questions aimed at assessing employee satisfaction, the characteristics of the work environment, and issues of safety and energy. Management has reviewed the responses and plans to conduct another survey by the end of 2027.

[16] § Positive actual impact: steady job.

[17] Confindustria 2025 Employment Survey: https://www.confindustria.it/pubblicazioni/inchiesta-confindustria-sul-lavoro-del-2025/

[18] § Risk: Recruiting Difficulties.

[19] § Risk: Staff Turnover.

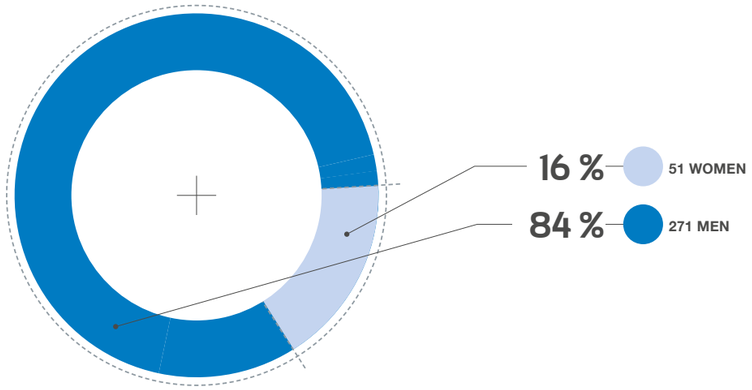
Brawo carries out numerous activities aimed at promoting staff skill development, retention, and talent attraction. These activities include the development of strategic training programs, the awarding of productivity-related bonuses, the implementation of parenting support activities, the provision of scholarships for employees' children, and the organization of team-building days.

4.2.2 Gender equality, diversity, and disability inclusion

Diversity and inclusion in the workplace are important current topics: ensuring respect for diversity and equal opportunities is essential for sustainable growth over time.

Brawo's female workforce is approximately 16% of the total workforce, a percentage similar to previous years.

STAFF BY GENDER (2025)

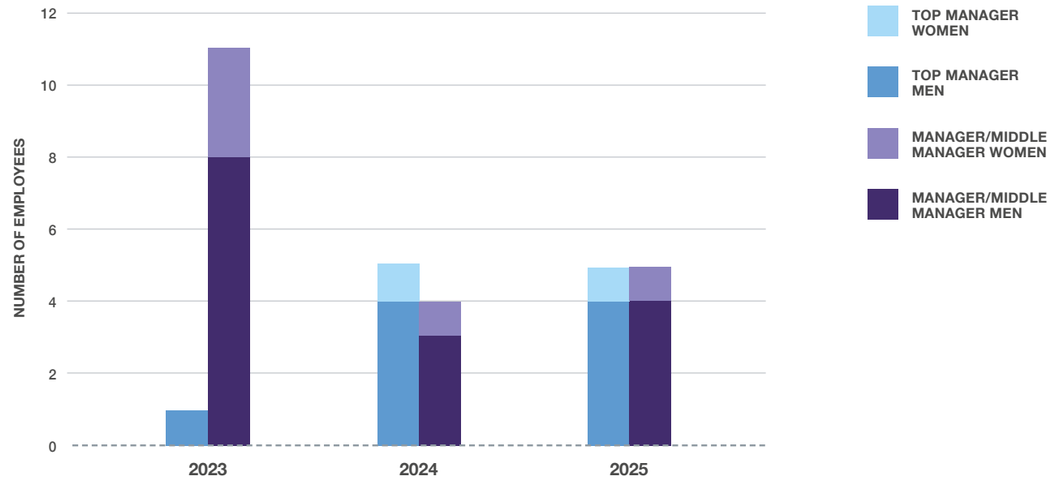


In 2025, women hold 20% of senior management positions at Brawo: there is one female top manager in five total top managers and one female middle manager in five total middle managers. This percentage is higher than the ISTAT benchmark, which reports an average percentage of female managers in Italian companies with ATECO code C (manufacturing activities, the reference code for Brawo) of around 14.6%[20].

Until 2023, the management structure included a single top management figure, identified as the General Manager of Brawo.

Starting in 2024, a structural review was initiated with a view to greater alignment and consistency with the HUG Group organizational model. This process led to the expansion of the managerial scope, including other senior positions within the category, such as the Quality, Sales, Operations, Technical, and Administrative Directors; This evolution has favored a governance that aims at shared responsibility and a better capacity for decision-making coordination at Group level.

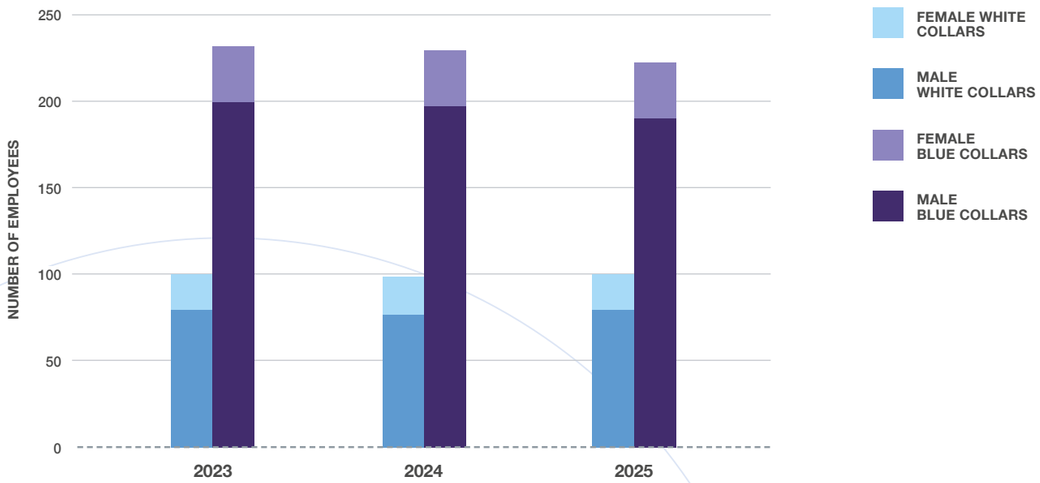
STAFF BY ROLE AND GENDER (TOP MANAGER AND MANAGER/MIDDLE MANAGER)



[20] ISTAT, 2023. Average annual share of female executive positions held by women (compared to total executives) in active companies with at least 50 employees in the industrial and service sectors by economic activity category (Ateco 2007 - Update 2022). Year 2023, percentage values.

The distribution of employees and workers remained more steady over the three-year period analyzed. In 2025, Brawo's white-collar workforce consists of 101 people: 23% women and 77% men, while the blue-collar workforce consists of 211 people: 12% women and 88% men.

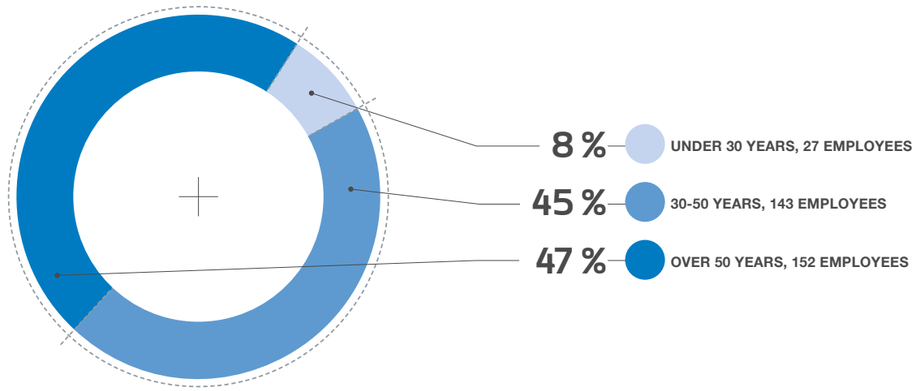
STAFF BY ROLE AND GENDER (WHITE COLLARS AND BLUE COLLARS)



Regarding the age distribution, there is a slight majority of employees under 50 (53% of the total, of which 8% are under 30).

Employees over 50 are 152 in 2025, this means 47% of the total.

STAFF BY AGE (2025)



Brawo's workforce includes 18 employees with disabilities (14 men and 4 women), representing 5.6% of the total.

Brawo's goal is to promote a work environment based on the principle of total non-discrimination[21]. This commitment begins with the recruiting process. Furthermore, the company takes absolute action against any form of harassment or behavior that undermines personal dignity and integrity. The company's diversity and inclusion policy is also mentioned in the company's Code of Ethics, which specifies the company's commitment to ensuring equal professional opportunities, regardless of gender, ethnicity, religious belief, political opinion, disability, family status, citizenship, or origin.

[21] § Potential negative impact: Insufficient attention to diversity and inclusion issues.

Gender Pay Gap

The latest data from the INPS 2025 Gender Report[22] paints a picture of an Italian situation where female employees earn 25% less in average daily pay than male employees; in the manufacturing sector, the difference is around 20%. This figure is influenced by the sector of activity, contractual classification, data relating to individual compensation, overtime and part-time work.

To explore this issue, Brawo decided to collect data on the **internal gender pay gap** that considered gross hourly wages (hourly pay, to adjust for any differences resulting from the greater number of women on part-time contracts) and other fixed pay components: holiday bonus, attendance allowance, and the monthly bonus. This results in a figure that is far removed from, and more reassuring than, the national average: the gender pay gap within Brawo is very low, at approximately 2% (women earn an average of 2% less than men). While there is indeed a pay gap, this survey is the starting point for a more granular analysis of the calculation, considering job classification, seniority, and other indicators that contribute to employee compensation.

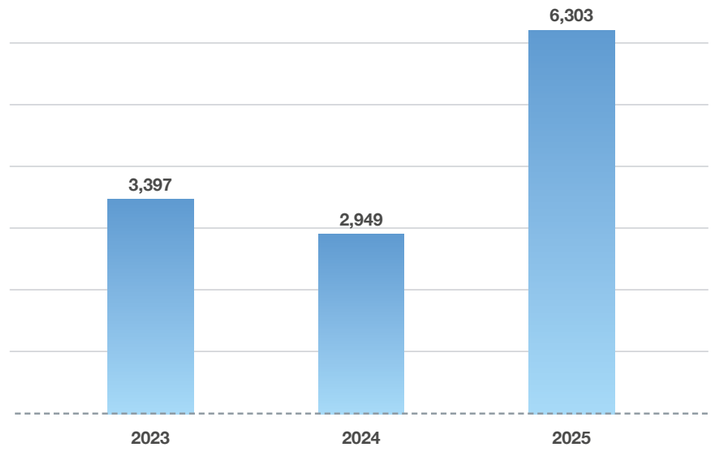
[22] 2025 Gender Report. INPS, Steering and Supervisory Board 2026.

4.2.3 Training and skills development

Employee training is a key element in a company's development and competitiveness: Brawo invests in the skills development and professional development of its employees, essential condition for improving personal and corporate performance.

For this reason, in 2025 the company continued to focus on training, as a commitment to enhancing human capital and ensuring continuous learning opportunities for its employees.

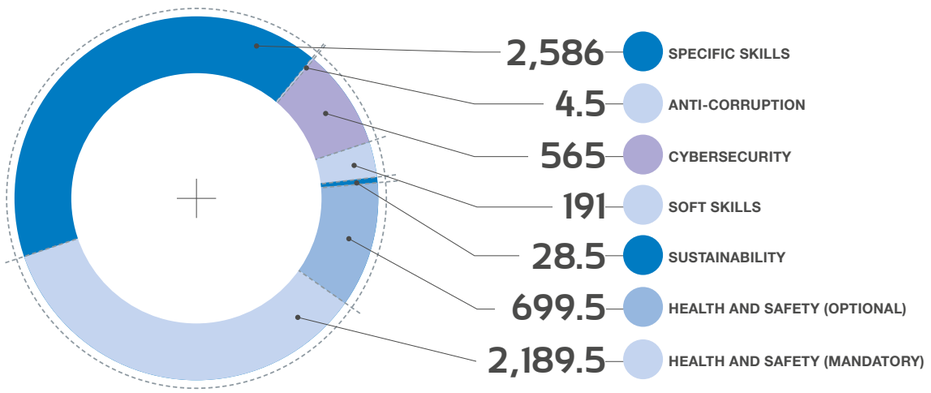
TRAINING HOURS



In 2025, Brawo provided over 6,000 hours of training (more than double the previous year)[23], with a particular focus on health and safety (nearly 2,900 hours were dedicated to this topic) and job-specific training. Safety courses covered proper forklift operating procedures, refresher courses for those required by Decree 81/08, practical exercises for dealing with emergencies, the use of personal protective equipment, and the proper operation of mobile elevating work platforms (MEWPs).

[23] § Real positive impact: maintenance and growth of internal skills.

TRAINING HOURS BY TOPIC (2025)



Regarding other topics, Brawo provided courses in sustainability, cybersecurity, soft skills, and anti-corruption. The office staff also received in-depth training on the new supplier portal, management of building contracts and assignments, the Single Certification, and the English language.

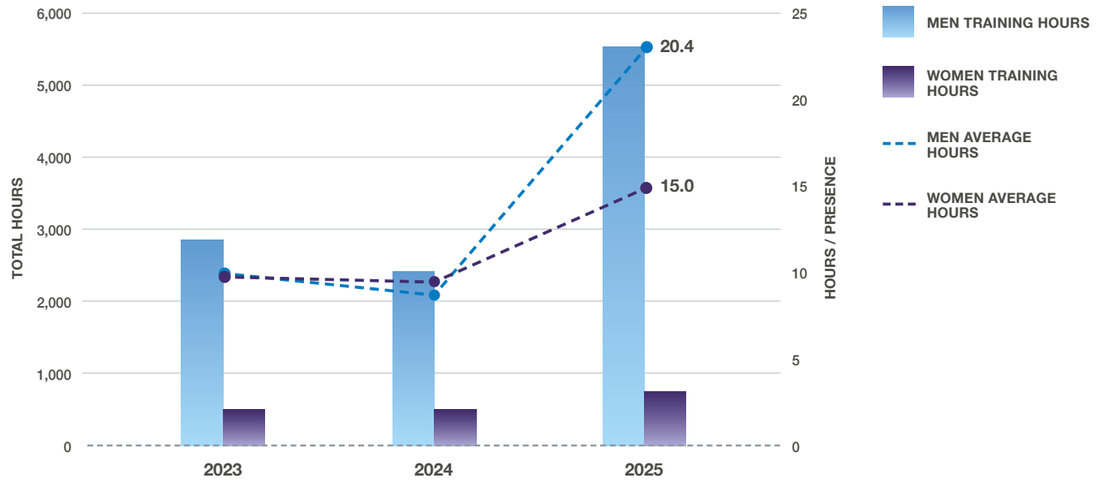
After a specific training module on sustainability in 2024, in 2025 Brawo focused its training on **cybersecurity** (565 hours in total). The usual IT training campaign was replaced by a dedicated cybersecurity training platform, designed for those with email accounts and complete with tests to assess learning levels after viewing the contents[24].

Brawo's commitment to personal and professional training is ongoing and attentive to specific needs, with the ultimate goal of ensuring resources remain up-to-date and competitive in the rapidly evolving labor market.

In 2025, each employee received an average of 20 hours of training: considering only women, the average is 15 hours per capita, and considering only men, the average is 20.4 hours per capita. This is primarily due to the number of hours of specific technical training provided to technical roles, which, as previously mentioned, are primarily held by men.

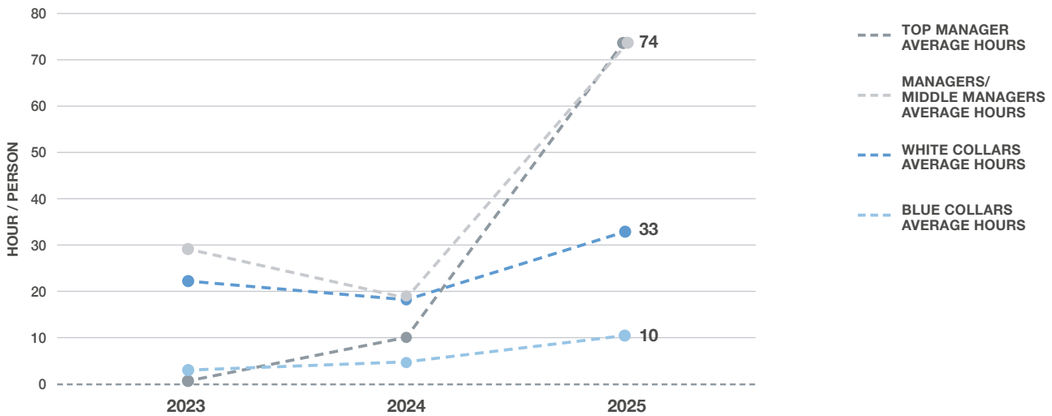
[24] For further information on Cybersecurity, see the Governance chapter.

TRAINING HOURS



Even more specifically, analyzing training hours by category, we can observe a significant increase in average training hours for each role qualification in 2025. Top managers and other leaders received approximately 74 hours of training per capita, while white-collar workers received over 33 hours, and blue-collar workers received over 10 hours.

TRAINING HOURS BY ROLE



In 2025 internal skills for all company functions were mapped, while in 2026 there will be the assessment of office roles and blue-collar positions. Mapping is a powerful tool for identifying any additional training needs and is therefore the starting point for developing a specific, preparatory training plan that supports the personal and professional development of the workforce.

During the reporting year, the company delivered a training plan structured as follows:

MODULE 1
Load Handling and Ergonomics

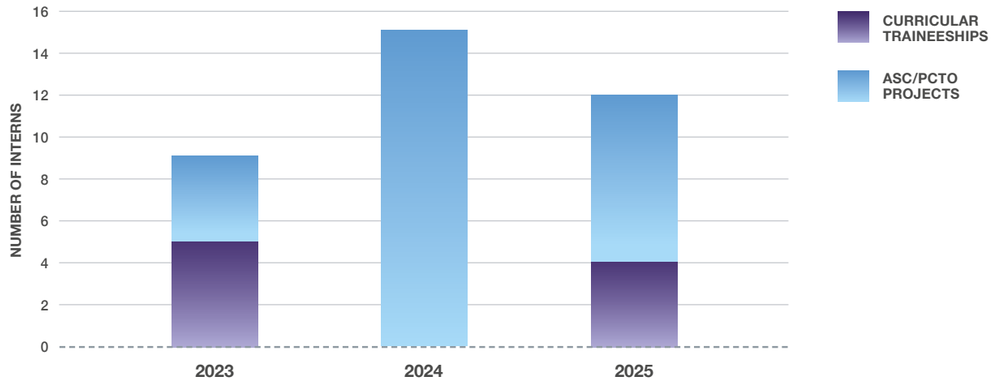
MODULE 2
Biological and Chemical Risks

MODULE 3
Will be developed in 2026 and will address risks associated with office work (posture and use of computer terminals)

Finally, specific training on nutrition and alcohol abuse, aimed at all workers, is also planned for 2026. Brawo's commitment extends beyond the company's perimeter, reaching the children of its employees. The company has long been committed to providing scholarships for those who excel in their academic pursuits, both in high school and university. In 2025, continuing with previous years, the company awarded 11 scholarships (7 for high school and 4 for university) and 13 awards (7 for diplomas and 6 for degrees).

The company is also open to hosting interns to enable young people entering the workforce during their studies to acquire skills and knowledge through hands-on experience. In 2025, Brawo hosted 12 internships (including 4 for curricular internships), who had the opportunity to rotate through different departments.

INTERNSHIPS IN BRAWO



Brawo has also participated in training projects in the area, further strengthening the link with the academic and scholastic world.

In 2025, Brawo met students from two schools: Ivan Piana Technical Institute in Lovere and Machina Lonati Technical Institute in Brescia. The company introduced itself and offered career guidance, aiming to support young people as they enter the world of work.

Brawo also participated in 2025 edition of Domani Lavoro exhibition at Brixia Forum, with its sister company Almag. The exhibition brought together companies from various sectors and gave students the opportunity to learn about the companies and their products.

4.2.4 Health and safety at work

Health and safety at work are a **collective responsibility**, as Brawo also often reminds us in the internal company newspaper HUG News, in which there is always a space dedicated to the topic. The company's attention to safety is constant; it moves from the adoption of preventive measures to the provision of specific training courses on the topic.

In order to further raise employee awareness, the company invites them to report any episodes of "missed accidents" ***(near miss)***, i.e. those events resulting from the performance of their duties during the working day, which did not cause injuries, but which potentially could have caused them[25]. These actions serve to create shared responsibility and raise awareness among the entire workforce about active collaboration because, as specified by Brawo itself, "safety is a game that can be won together".

In 2025 there was an increase in the number of injuries compared to the previous two years. In fact, 6 injuries were recorded (2 more than in 2024 and 2023)[26] and consequently the related frequency rate[27] increased; however, the injury severity index decreased, as it depends on the number of days of absence due to injury, which in 2025 was lower than in 2024.

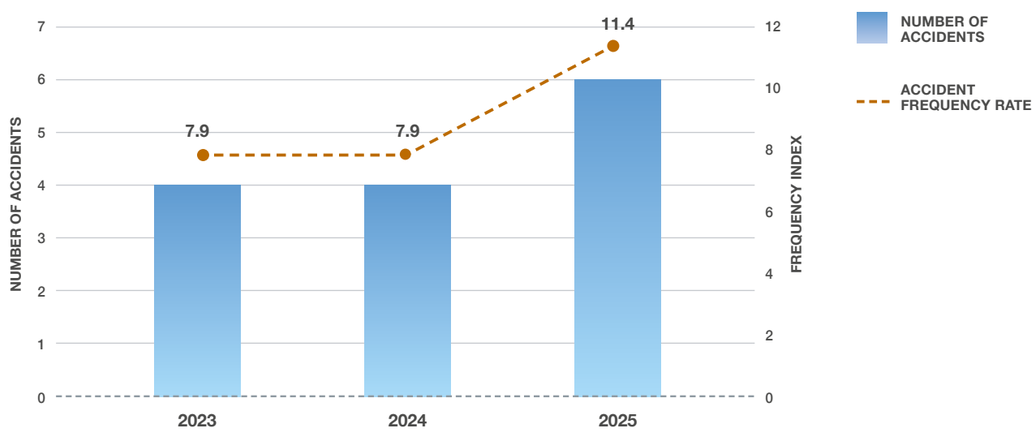
[25] § Potential negative impact: Risk of injuries and accidents.

[26] § Actual negative impact: Injuries that have occurred.

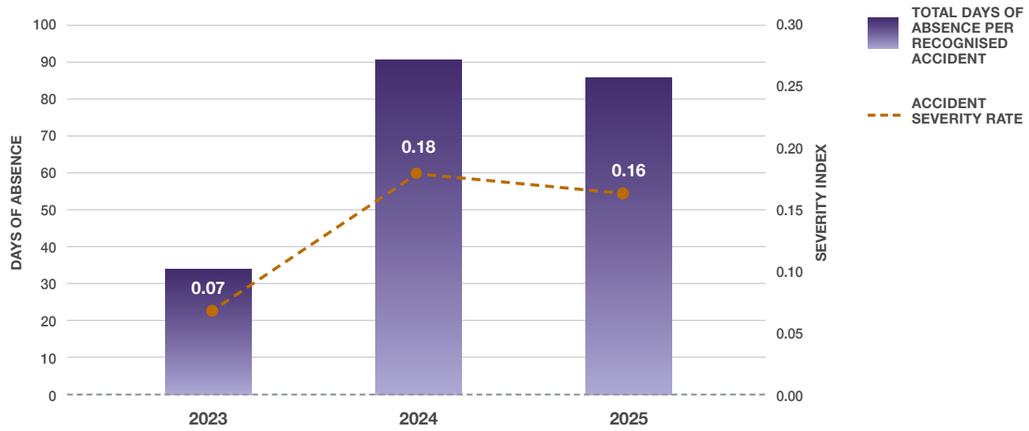
[27] Parameter calculated from the number of injuries and hours worked.

Human resources have always been a valuable asset for Brawo

FREQUENCY INDEX



SEVERITY INDEX



4.2.5 Employees wellbeing

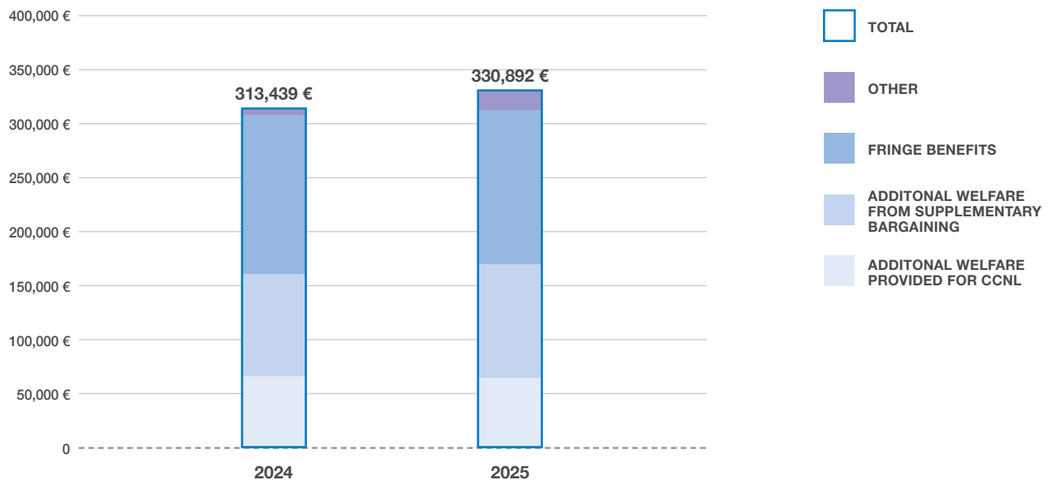
Brawo operates under the national collective bargaining agreement (CCNL) for the metalworking sector, which covers the entire workforce. At the same time, all employees benefit from **Metasalute** welfare plan, enhanced by the company with supplementary measures. These include the company contribution to the employee pension fund, which in 2025 was maintained at 2.45% of the employee's contribution.

For the analysis of welfare provision, the report is focused on 2024 and 2025, identifying the main welfare and benefit items: the welfare portion provided by the national collective bargaining agreement, additional welfare from supplementary bargaining (shopping vouchers, canteen service with a portion paid by the company, organization of a first-year student celebration), fringe benefits, and other benefits.

In 2025, as shown in the following graph, the total amount paid in welfare and benefits increased by 6%. However, the proportion of expenses has remained virtually constant: approximately 20% of the supply is allocated to the welfare portion provided for by the National Collective Bargaining Agreement (CCNL), approximately 30% is an additional portion paid by Brawo to the workforce, and the remaining 50% is purely fringe benefits, with a small portion of expenses classified as "other."

On average, each employee in 2025, considering only CCNL and additional welfare, received almost €530, a 10% increase compared to 2024.

WELFARE AND BENEFITS



Internal Communication

At Brawo, internal communication and active employee participation are considered fundamental to corporate growth and organizational well-being. To foster dialogue, discussion, and sharing, the company promotes various tools designed to facilitate the exchange of information[28].

First, for years, the company has shared an internal newsletter every quarter. Since 2025, what was previously "Brawo News" has become "**HUG News**," expanding its reach to all companies within the holding company. HUG News is distributed exclusively digitally, reducing paper usage and the environmental impact of printing. The newsletter covers a range of broad topics related to the overall organization of the holding company, but also provides specific insights into interesting innovations in the technical and production sectors, health and safety, training plans, corporate events, and the sustainability strategy of the company names, with a view to sharing best practices.

Secondly, the "**idea box**" initiative continues, allowing employees to submit suggestions and improvements directly to the company. Proposals are evaluated twice a year, and the most deserving are rewarded based on their feasibility and potential positive impact on the organization.

[28] § Potential negative impact: risk of greenwashing

For Brawo, corporate well-being also means events, team building, and supporting the organizations that are important to the company and its employees. For this reason, the company has been organizing various optional activities outside of working hours for years to foster cohesion and connection.

THE FIRST-YEAR PARTY

The “**first-year party**” has been a tradition for Brawo for over 20 years now. In September 2025, Darfo Boario Terme spa park (Brescia) hosted the event, hosting 12 6-year-old boys and girls with their families. During the party, the boys and girls, transitioning from kindergarten to primary school, received backpacks and school supplies and then continued the day sharing recreational activities, music, entertainment, and refreshments.

BORNO SUMMER HAPPENING 2025

The 2025 edition of Brawo’s traditional summer outing involved approximately 220 participants from all companies within the HUG Group (Brawo, Almag, and Emmebi), together with their families. This “**Summer Happening**” was held in Borno, in the Camonica Valley. Surrounded by nature, participants could choose between two hiking routes of different difficulty levels, both leading to Colle Mignone, and then gathered for a convivial lunch at Malga del Benessere Zani. The day combined well-being, sharing, and team spirit, strengthening the sense of community among colleagues and promoting an active lifestyle in close contact with the environment.

ONGOING INITIATIVES

In 2025, the usual initiatives and agreements established in previous years have also been renewed, including:

Il progetto

I can learn… to sky too

Directed at 100 children aged between 5 and 10. At the same time, the sponsorship from Brawo and other companies provides six days of lessons, including equipment and ski passes, at no cost to families: a concrete initiative to enhance the local area and help ensure the future of a unique local community.

Christmas event

For 2025, the Brixia Forum was chosen to host employees from Brawo, Almag, and Emmebi. The Holding also purchased panettone for all employees from Essere Bambino ODV association, which provides support to children being treated in the pediatric departments of Surgery, Pediatrics, Orthopedics, and Emergency Medicine, as well as in the Week Surgery units of Otorhinolaryngology and Maxillofacial Surgery at ASST Spedali Civili of Brescia.

HUG Card

Numerous discounts and benefits are available at a wide range of retail stores, medical centers, spas, and hotels. As of 2025, the traditional Brawo Card has been replaced by the HUG Card, which is now available to employees of all companies within the Group.

Discounts

Discounts for ski facilities in Valle Camonica

Local kindergarten

Possibility for employees' children to benefit from reserved places at the local kindergarten

4.3

Affected communities

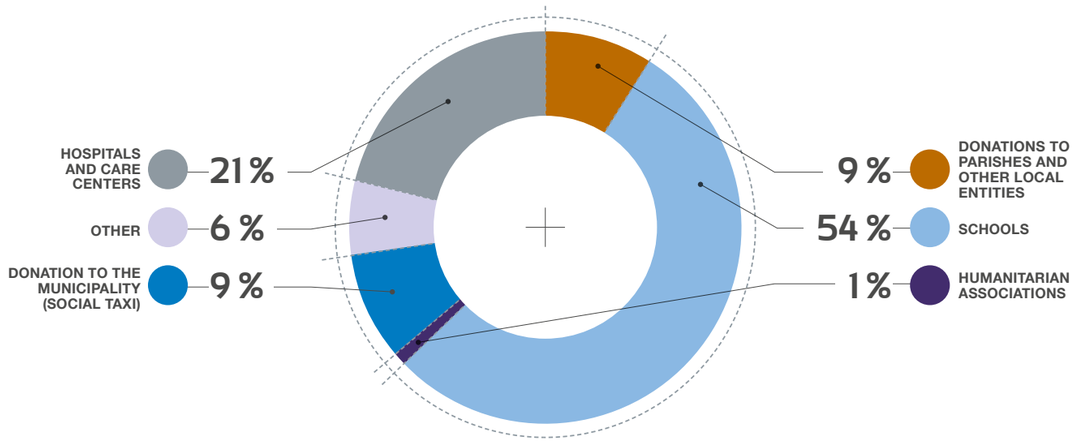
4.3.1 Impacts on the community and the territory

Brawo has a profound connection with the local area in which it has operated for fifty years. Solidarity is an integral part of its corporate vision and an essential annual commitment. Through its donations, Brawo aims to create shared value and strengthen relationships of trust with stakeholders, aiming to actively address the real needs of the local community and the national associations in which it believes[29].

In 2025, Brawo allocated approximately €33,500 in donations and charitable contributions, equivalent to 0.3% of its profit. Education, specifically support for local schools and training programs, was the main area of intervention, absorbing over 54% of total donations. At the same time, many other local entities also received donations; These include several parishes and the municipality of Pian Camuno, which used the donations to purchase a new “social taxi,” a means of transportation provided free of charge by the municipality of Pian Camuno for all those with medical needs (medical appointments), and a wheelchair-accessible vehicle.

The remaining resources were distributed to associations operating in local hospitals and care centers for projects dedicated to both children and the elderly, and to support humanitarian associations and other local organizations (6%).

DONATIONS 2025: 33,560 €



[29] Real positive impact: Organization of social projects with schools and research institutions.

5.

Governance Area

Convinced that only through individual excellence and teamwork can we ensure a leadership position for the company.

5.1

Governance Area

Brawo's governance is distinguished by
an ethically oriented approach, the promotion of best practices, and the continuous improvement of products and services.

This commitment is reflected in:

A constantly updated Code of Ethics

It guides the company in building responsible relationships with employees, suppliers, and customers. In line with its principles, Brawo adopts an Organization, Management, and Control Model in accordance with Legislative Decree 231/2001 (MOG 231) and ISO-certified management systems, ensuring a solid, transparent corporate structure geared towards continuous improvement.

The company also places particular emphasis on data security, technological innovation, and responsible supply chain management**.**

94,400,000 €

Economic value distributed in 2025

Cybersecurity

training platform

New investments

in process automation and new technologies

OUR GOVERNANCE GOALS

SDGs	Topic	Actions 2024	Progress of activities in 2025	Future actions
17 PARTNERSHIPS FOR THE GOALS	Corporate Culture	Updated Code of Ethics	**THE CODE OF ETHICS WAS UPDATED IN 2025** in 2025 with the addition of a section dedicated to sustainability	Updating of the Code of Ethics
		Obtaining a legality rating	**RATING NOT REQUESTED** from the AGCM[30] in 2025	Activity planned for 2026
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Data Protection	ISO 27001 Certification	**ACTIVITIES IN PROGRESS**	Achievement expected for 2026
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Sustainable Procurement	Implementation of ESG criteria in supplier selection	The new supplier checklist, which assigns rewarding scores for compliance with ESG requirements, **HAS BEEN DEVELOPED**	Implementation of the new supplier selection process

[30] Competition and Market Authority.

5.2
Company management

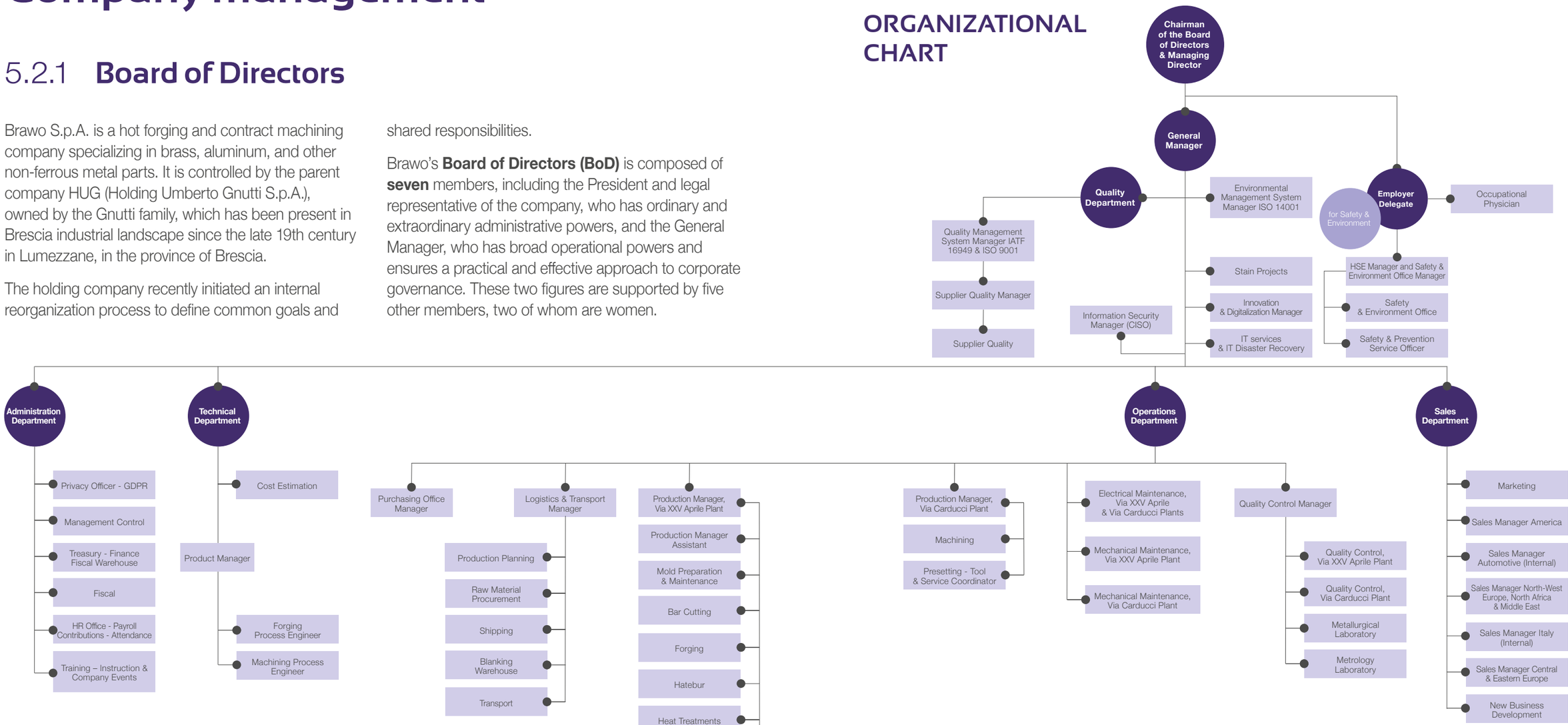
5.2.1 Board of Directors

Brawo S.p.A. is a hot forging and contract machining company specializing in brass, aluminum, and other non-ferrous metal parts. It is controlled by the parent company HUG (Holding Umberto Gnutti S.p.A.), owned by the Gnutti family, which has been present in Brescia industrial landscape since the late 19th century in Lumezzane, in the province of Brescia.

The holding company recently initiated an internal reorganization process to define common goals and shared responsibilities.

Brawo's **Board of Directors (BoD)** is composed of **seven** members, including the President and legal representative of the company, who has ordinary and extraordinary administrative powers, and the General Manager, who has broad operational powers and ensures a practical and effective approach to corporate governance. These two figures are supported by five other members, two of whom are women.

ORGANIZATIONAL CHART

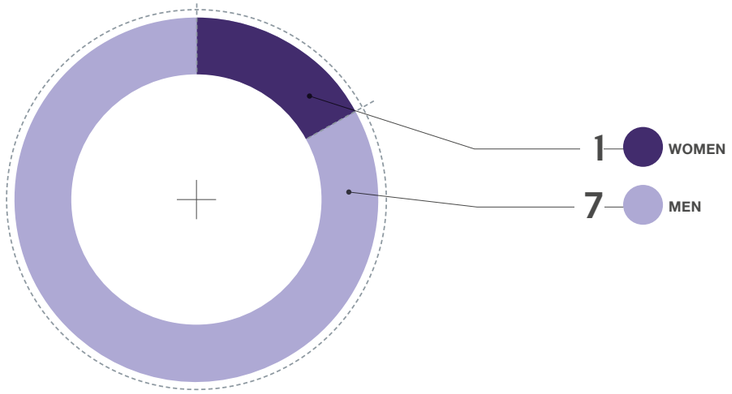


Regarding Brawo's day-to-day management, alongside the Board of Directors, an Employer and Environment and Safety Manager has been appointed with specific responsibilities for workplace safety and environmental management. Furthermore, three internal positions have specific powers relating to personnel and administration, purchasing, and customers.
Brawo's Board of Directors, renewed every three years, is composed of members with an average age of over 50, who possess high levels of expertise and extensive professional and industrial experience gained in diverse contexts. Thanks to this wealth of knowledge, the Board of Directors provides solid support for the company's ordinary and extraordinary management, overseeing all aspects of corporate life, including sustainability and environmental, social, and economic impacts.

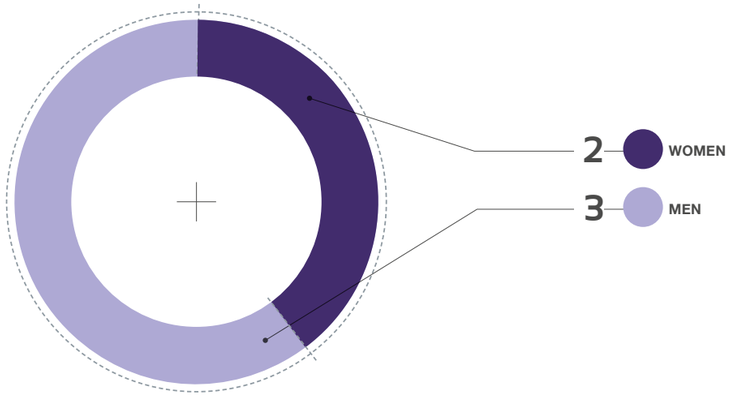
5.2.2 Committees

Over the years, Brawo has created specific working groups to explore strategic issues and projects for the company, including **energy**, **cybersecurity**, and **innovation**. Specifically, three working teams have been formed, each composed of staff members, with the proportions shown in the following graphs[31]. Thanks to their members' expertise, the committees are able to monitor regulatory developments and opportunities for Brawo, each team focusing on its respective topic, thus ensuring continuous updates and constant monitoring of the issues.

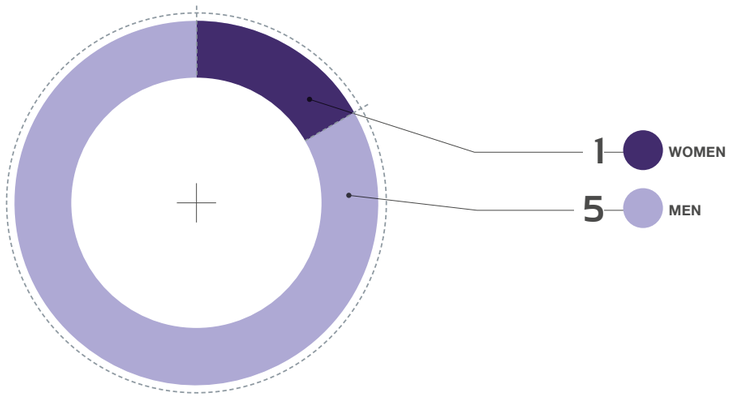
ENERGY TEAM (2025)



INFORMATION SECURITY MANAGEMENT COMMITTEE (2025)



INNOVATION PROJECTS COMMITTEE (2025)



[31] The Information Security Management Committee is composed of both HUG staff (General Manager, Chief Information Security Officer, Information Security Manager and HUG Principal Privacy Delegate) and Brawo staff (Brawo Privacy Delegate).

Involvement of Group Companies

During 2025, Brawo involved other Group companies (Emmebi, Brawo USA, and Brawo Lofthouse) in a collection of environmental, social, and governance data for the two-year period 2023-2024. The purpose of the data collection was to meet regulatory requirements arising from the initial draft of the CSRD regarding the scope of data to be included in sustainability reporting. The collection process was paused in 2025 pending approval of the Omnibus Package, which will review the number of companies involved in reporting and the corresponding data scope[32].

The data collection covered:

- **Energy consumption**
- **Scope 1 and Scope 2 emissions**
- **Water withdrawals**
- **Materials purchases**
- **Waste production**
- **Number of employees**
- **Turnover rates**
- **Workplace accidents**
- **Hours of training provided**
- **Information on spending with local suppliers**

The analysis conducted allowed us to identify the current state of the subsidiaries' sustainability data availability and to highlight any gaps in data collection for future reporting.

[32] § Opportunities: Financial opportunities arising from ESG projects.

5.2.3

Code of Ethics

The Code of Ethics, adopted in 2006 and kept updated, is the cornerstone document that formalizes the fundamental principles Brawo believes in and identifies with. The Code contains guidelines for business conduct towards both internal and external stakeholders. The document is shared and accessible on the internal platform and on the company website.

Specifically, the document deals with the following topics:

- PERSONNEL POLICIES
- CUSTOMER RELATIONS
- CORPORATE VALUE
- SUPPLIER RELATIONS
- SUSTAINABILITY
- COMPETITIVE RELATIONS
- HEALTH, SAFETY, AND THE ENVIRONMENT
- CONTINUOUS IMPROVEMENT
- RELATIONS WITH PUBLIC ADMINISTRATION
- COMMUNICATION WITH THE COMPANY

At the beginning of 2025, Brawo's Code of Ethics was updated with the addition of a **section on sustainability**, which specifies Brawo's vision: integrating ESG principles into corporate culture, ethically managing the value chain, reporting its performance through the annual Sustainability Report, and going beyond mere regulatory compliance by *"improving interaction with the local community, preserving the environment, and ensuring the well-being and health of workers."*

Further development of Brawo's Code of Ethics is planned by the end of 2026.

With a view to centralizing and structuring the management of strategic issues, the parent company HUG has planned to adopt a Group Code of Ethics. This aims to standardize the principles of ethical business management and stakeholder relations, already consolidated in the Code of Ethics of its subsidiaries. The future HUG Code of Ethics will be applied across all Group companies, demonstrating the Group's commitment to integrating and coordinating sustainability and corporate ethics.

5.2.4 MOG 231

The Organization, Management, and Control Model pursuant to Legislative Decree 231/2001 (MOGC 231) is a system for managing the risk of specific crimes, designed to protect companies that adopt it[33]. The Model is based on an in-depth analysis of company activities to identify processes potentially at risk of crimes such as corruption and money laundering and aims to create ad hoc operating procedures tailored to specific functions.

The correct implementation and maintenance of the MOGC is ensured by the Supervisory Body (SB), appointed by the Board of Directors. The company adopted the MOGC 231 in 2020, and since 2023, a whistleblowing platform is also active for anonymous reporting of unlawful actions or conduct, also managed by the SB. During 2025, Brawo provided training on administrative liability and the functioning of the whistleblowing system to its managers. Furthermore, 4.5 hours of training were provided, covering both the definition of corruption and procedures in the event of suspected unlawful conduct.

It should be noted that in the three-year period considered (2023-2025), no reports of privacy violations or whistleblowing reports were received.

[33] § Risk: Possible cases of corruption.

5.2.5 Certifications

Attaining recognized system certifications is a goal Brawo pursues with consistency and dedication, as it represents its structured and responsible business management method.

Within this framework, the company has maintained the **ISO 9001** Quality Management System since 1994, the **ISO 14001** Environmental Management System since 2008, the **ISO 50001** Energy Management System since 2024, and the **IATF 16949 Automotive Quality System** since 2015. These certifications demonstrate the company's commitment to ensuring efficient organization and rigorous control of business processes and activities.

Brawo also continues to evaluate its sustainability performance through **EcoVadis** assessment platform, with the aim of using different lenses to identify potential for improvement in environmental, ethical, personnel management, and sustainable procurement.

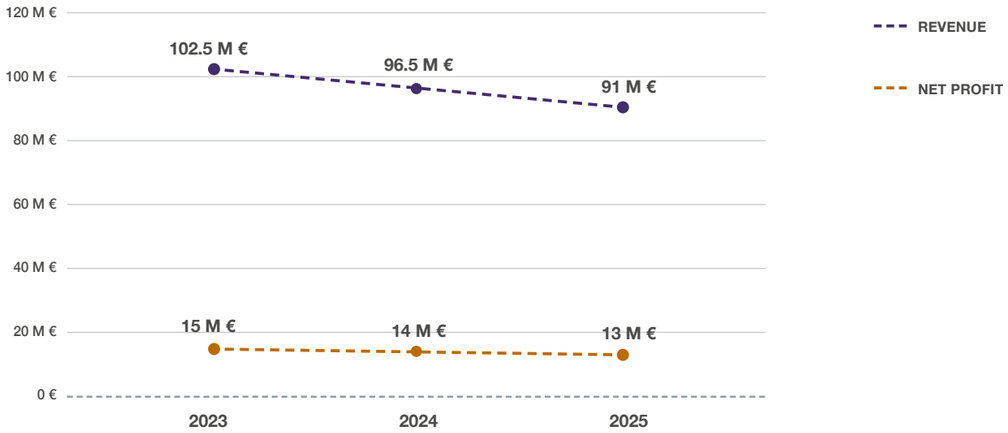
- ISO 9001 — **Quality Management System**
- ISO 14001 — **Environmental Management System**
- IATF 16949 — **Quality Management System for the Automotive sector**
- ISO 50001 — **Energy Management System**
- EcoVadis — **Rating ESG**

5.2.6 Financial performance

Consistently protecting the Company's value and shareholder interests means investing in our future.

In 2025, Brawo reported revenues of nearly €91 million, a 5.7% decrease compared to 2024 (approximately €96.5 million), with a net profit of approximately €13 million.

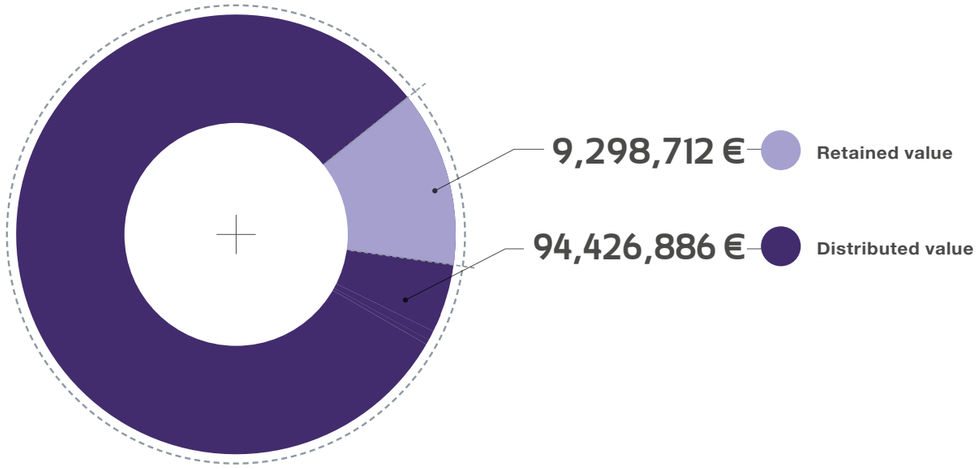
REVENUE AND NET PROFIT



By reprocessing the income statement, it is possible to provide the measurement of value generated, distributed, and retained required by GRI reporting standards. According to this aggregation, in 2025, Brawo generated value of over **€104 million**[34]; of this, 91% was distributed[35] (approximately €94.5 million) and 9% retained[36] (approximately €9.3 million).

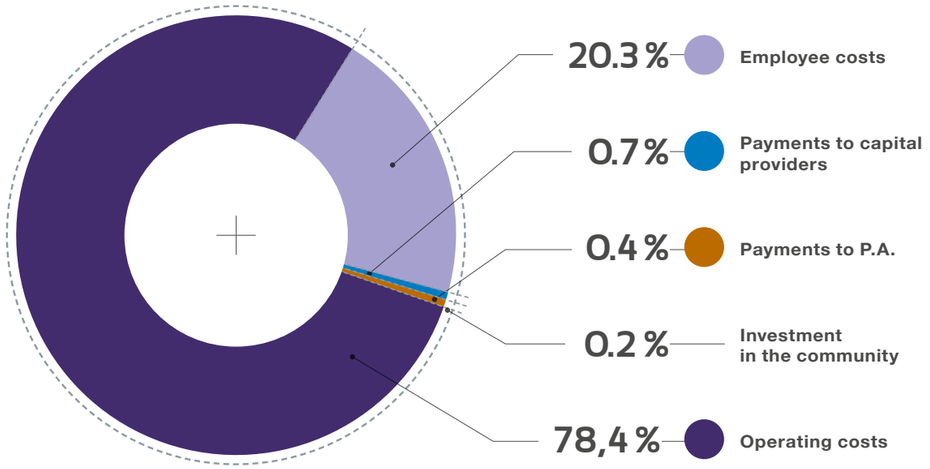
[34] Economic value generated is the sum of net sales, proceeds from the sale of assets, and proceeds from financial investments.
[35] Economic value distributed is the sum of operating costs, employee salaries and benefits, payments to capital providers, payments to governments, and community investments.
[36] Economic value retained is the difference between economic value generated and economic value distributed.

DISTRIBUTED AND RETAINED VALUE



The distribution of economic value encompassed various activities. As with any productive enterprise, the majority of expenditure was attributable to operating costs (78% of the total), followed by employee costs (20%). Lower percentages of the total distributed cost were allocated to capital providers (0.7%), payments to public administration (0.4%), and community investments (0.2%).

BREAKDOWN OF THE DISTRIBUTED VALUE (2025)



TedX Pisogne

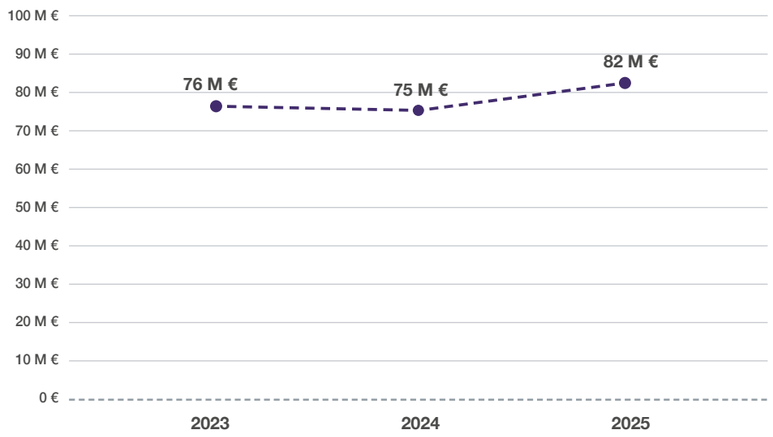
For Brawo, doing business means being an active part of society and contributing not only to the creation of economic value, but also to the cultural and social growth of communities. With this belief, in 2025 the company participated as a Gold Sponsor at TEDx Pisogne 2025, dedicated to the theme "**Legacy**," understood as an **intangible legacy** made up of values, knowledge, and relationships. The initiative represented an important opportunity for discussion and shared inspiration on the impact of individual and collective choices, strengthening Brawo's commitment to promoting awareness, responsibility, and sustainable development in the local territory.

5.2.7 Supply chain

In 2025, Brawo invested over €82 million in supplier spending, 10% more than in 2024. The company has strong ties to the local area in which it operates, including through partners for the supply of both goods and services.

Indeed, one of Brawo's main suppliers is Almag S.p.A., a subsidiary, which accounts for 33% of total spending and 72% of total raw material spending.

TOTAL RAW MATERIAL SPENDING

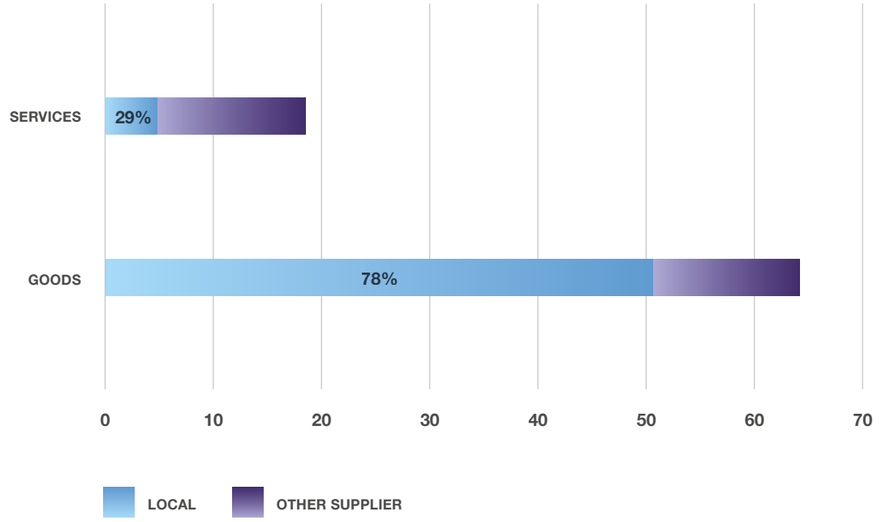


SUPPLIER BREAKDOWN BY SPENDING PERCENTAGE (2025)

Neglecting fairness and integrity in managing supplier relationships means legitimizing a system that is counterproductive to the Company itself.

Taking the 2025 supplier spending breakdown shown above, 78% of total spending is directed towards suppliers of goods, while 22% is directed towards service providers. Wherever possible, Brawo prioritizes relationships with local suppliers: in 2025, **78% of spending on tangible goods and 29% of spending on services was directed towards local suppliers**, i.e., those located in the provinces of Brescia or Bergamo, within approximately 50 km of the headquarters, for a total of over €55.5 million invested locally and €26.5 million invested with other suppliers.

BREAKDOWN OF SPENDING TOWARDS SUPPLIERS (2025)



Regarding raw materials, after a decrease in procurement in 2024, spending increased in 2025 (+22%). This indicator follows a similar trend to production, which increased in 2025 compared to 2024 (+11%). For raw materials, Brawo directed 78% of its spending to local suppliers.

Brawo is committed to ensuring high quality standards and consolidating its position as a reliable, high-quality partner. In this context, the company carefully evaluates and analyzes the quality of materials purchased throughout its supply chain and adopts a rigorous selection process for suppliers, which includes the signing of a manual with essential requirements that must be observed to ensure a successful business partnership. In 2024, the company updated its general purchasing conditions to include sustainability issues and formalize the company's commitment to these issues[37].

Another highly relevant issue for Brawo is supply chain traceability[38]. To support this objective, a **supplier portal** was introduced in 2024, which is constantly updated and improved. It has been operational since 2025, allowing for accurate tracking of the company's supply chain. Through the portal, each supplier, upon acceptance of the general purchasing conditions, can access a reserved and personalized area. Each reserved area features a **document section** containing: the quality agreement with suppliers, product and packaging technical specifications, the technical drawing associated with each item (if applicable), a search field for list prices, and the supplier's rating.

[37] The wording added in 2024 states: "Environmental, social, and governance sustainability issues are priorities, and objectives have been defined to be pursued with a view to continuous improvement. Where applicable, the purchase of products, equipment, systems, and services is also assessed based on the impact of the supply on worker health and safety risks, environmental aspects, and energy performance."

[38] § Potential negative impact: Poor supplier sustainability and difficulty engaging the supply chain.

The latter is conducted semi-annually to continuously monitor supplier performance. Suppliers are currently evaluated based on their adoption of a quality management system, punctuality, and any critical issues identified by Brawo in the case of non-compliance (a discontinuity indicator). The evaluation consists of assigning a score from 1 to 100, where 70 represents the minimum score to obtain a merit class (from A to C); suppliers who do not reach this threshold are subject to specific monitoring and, if necessary, the definition of improvement plans.

Starting in 2026, supplier evaluation criteria will be further strengthened and modified, to include ESG criteria and reward, for example, the presence of an environmental management system or a carbon footprint. Merit classes will also be modified: an A* merit class will be added for suppliers who exceed expectations.

The supplier portal is therefore the primary tool for communication and discussion between Brawo and its suppliers: the evaluation and any corrective actions required due to non-compliance related to technical specifications are shared and accessible by both parties via the portal. Managing supplier documentation and certificate updates is simplified, as automatic notifications allow suppliers to receive renewal requests when documentation is about to expire.

Overall, this system allows Brawo to manage the entire supplier management process in a structured, unambiguous, and efficient manner.

The online supplier portal is also integrated with the company's MES (Manufacturing Execution System) known as Stain, simplifying the logistics process: suppliers can automatically generate labels to be placed on pallets or crates, detailing their personal information and the quantity of product delivered. The labels are scanned upon receipt, automatically verifying the declared and recorded quantities, reducing manual input and improving overall process efficiency.

Upstream of the entire process, **supplier onboarding** is also managed in a structured manner through a written procedure defined by the purchasing department. This involves the potential supplier completing a questionnaire and submitting specific documentation. Following this process, the supplier receives a report card and is approved if its score exceeds 50%.

Internally, Brawo also continuously updates a **supplier risk assessment**, which assesses the risk of potential supply disruptions, to better manage the company's production continuity.

The solid system in place enables reliable supply chain management, capable of guaranteeing quality, continuity and control of procurement and constitutes a useful and defined basis for building a system that will integrate sustainability in a structured way in the choice of suppliers in the future, creating a virtuous circle in the value chain[39].

[39] § Potential negative impact: Poor supplier sustainability and difficulty in supply chain engagement.

ISH Trade Show

The ISH trade show has always been a key showcase for the HUG Group. From March 17 to 21, 2025, Brawo and its subsidiary Almag participated in the event dedicated to bathroom furnishings, air conditioning, energy saving, automation, and renewable energy, achieving a very positive stand attendance: 50% of visitors came from Italy, 35% from Germany, 10% from the rest of Europe, and 5% from outside Europe. Stand visits increased by 10% compared to the previous edition. The trade show offered the opportunity to meet numerous customers in an informal setting, fostering discussions on **market trends and future prospects**. Two key themes were explored this year:

1 Global scenario

with a focus on tensions in trade relations between North America and Europe and the costs of raw materials.

2 Transition from lead to lead-free brass alloys

mandated by EU regulations for health and safety reasons.

This last issue, particularly important as a transformation decided at the European level, is considered a true revolution for the sector and involves the entire value chain, from Almag (at the origin) to Brawo (in the intermediate phase).

5.2.8 Data protection

Cybersecurity has become a priority for companies, as they are increasingly exposed to risks related to digital vulnerabilities[40]. Brawo has long been committed to **cybersecurity** and focuses on raising awareness and training its employees, including in cybersecurity, to foster shared responsibility and awareness. Specifically, until 2024, Brawo periodically distributed "**Cybersecurity Tips**" to its workforce: short educational content with practical tips and an interactive quiz on the topic, with the aim of offering cybersecurity insights into everyday life and preventing cyber threats.

In addition to classroom training for all employees, in 2025 the "Tips" were replaced by a **training platform** that provided all email-based staff with hours of training in cybersecurity, digital awareness, and ISO 27001. The platform allowed for maintaining high levels of focus on the topic while simultaneously making learning dynamic and effective through a final quiz.

The company has organized and continues to organize regular phishing tests. By sending emails that simulate a phishing event, Brawo keeps employees aware of the issue, offering a training and awareness tool on the structure of these emails and how to properly recognize and reject them.

The company plans to achieve ISO 27001 certification by 2026.

[40] § Risk: Data breach.

5.2.9 Investments

As part of the Brawo Smart Factory project, strategic investments were made in 2025 aimed at continuously improving processes and adopting advanced technologies. These initiatives have fostered the development of automation and the integration of increasingly efficient solutions within the company.

The new Mecolpress Me350 hydraulic press, combined with a 400 kW induction furnace, for the stamping department will help optimize energy consumption by using only the necessary power and recovering energy during work cycles. The press will also reduce hydraulic oil use and production waste, thanks to the ability to produce complex, flash-free parts, while also improving process control, increasing quality, and reducing rework. Benefits are also expected in terms of operator safety, thanks to greater automation and precision of movements. This initiative is part of the company's commitment to improving production efficiency and reducing environmental impact.

Robotic press unloading cell: the cell installed in 2025 automates the unloading and palletizing of forged parts. The system automatically separates scrap from approved parts, improving process efficiency and reducing material waste. Integration with the conveyor belt and cooling tunnel allows for optimized production flow management, ensuring operational continuity. The use of the anthropomorphic robot also reduces the risk of damage to parts and optimizes storage space. The new robotic cell also improves operator safety by limiting manual work near the presses.

Research and Development

Convincing ourselves that every milestone achieved represents only a starting point for improvement is the basis for the greatest successes.

In 2025, the “Speaking Drawing” project, launched in 2018, continued in terms of research and development.

The Speaking Drawing tool was designed for the mechanical processing department and aims to correlate in real time the results from various control sources and measurement instruments (measurements during production, at the workstation, and in the metrology lab). The speaking drawing facilitates the integration of data that was previously provided in the form of spreadsheets and required manual processing, machine downtime, and increased scrap.

With the project, the technical drawing is made interactive and placed beside the machine, allowing a constantly updated overview of production progress, i.e., a diagnostic summary of all collected data regardless of where it was collected.

The project’s goal is to eliminate defective parts through the appropriate combination of integrated process-machine approaches with continuous monitoring of process parameters.

Specifically, during 2025, the speaking drawing project was implemented not only in the mechanical processing department but also in the bar cutting and stamping departments (with a specific configuration adapted to the space available in the latter department). The CAD+PLM system underlying the Speaking Drawing will be updated in 2026, having already been tested at one workstation during 2025.

Brawo’s research and development staff invested 1,686 hours in these activities, for a total corporate investment of €81,000.

6.

GRI Content Index

Methodological Note

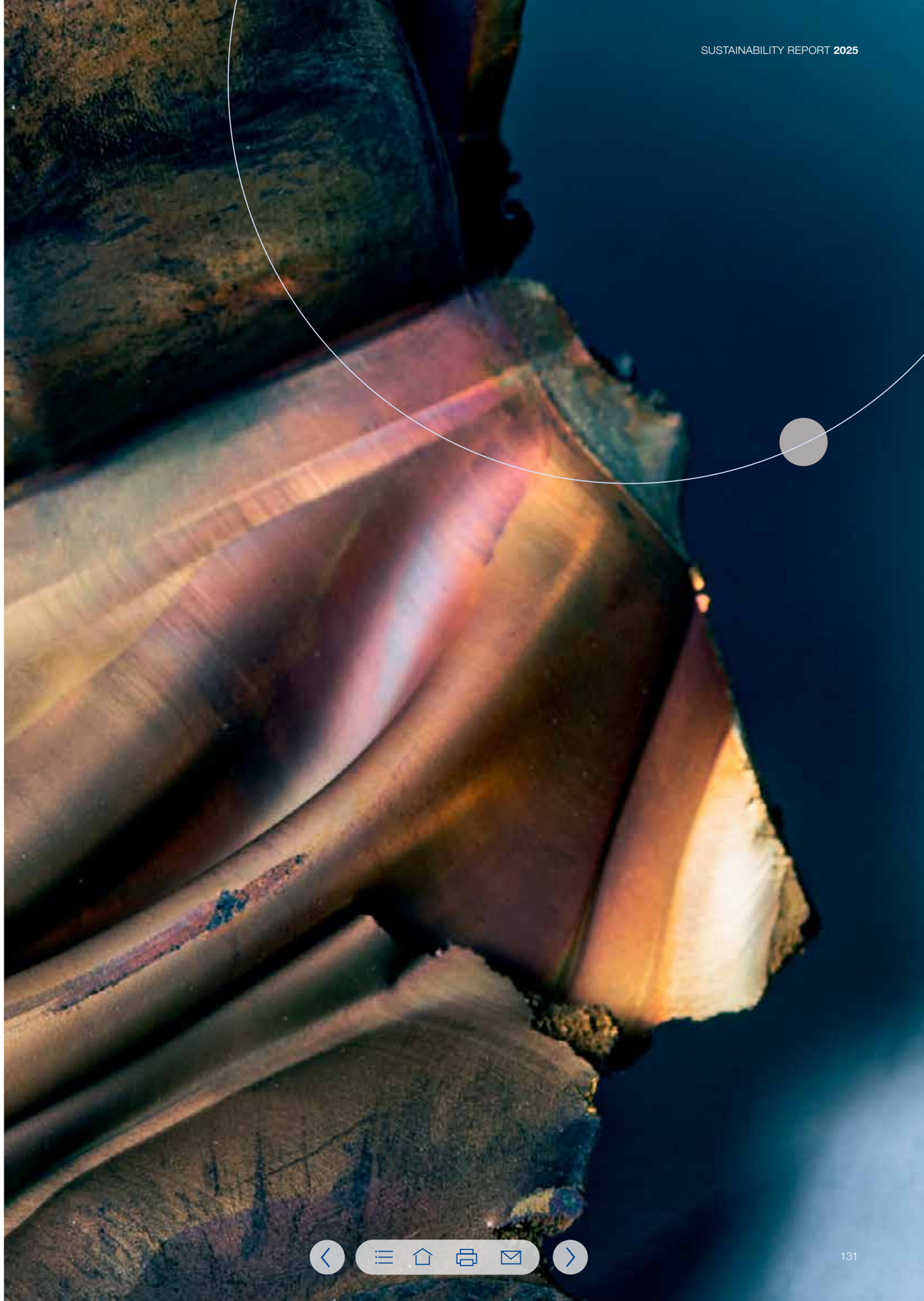
Through its fourth Sustainability Report, Brawo S.p.A. intends to communicate to stakeholders its environmental, social, and governance sustainability performance over recent years, with specific reference to 2025 financial year.

The document was prepared in accordance with the Global Reporting Initiative (GRI) Standards, updated to 2023, using the *"with reference to"* option. The approach adopted in the ESG impact assessment, materiality analysis, and stakeholder engagement processes was designed to comply with the guidelines set forth in the most recent European Union directive, the CSRD (Corporate Sustainability Reporting Directive) and the related ESRS (European Sustainability Reporting Standards).

The company's impacts - positive and negative, actual and potential - as well as its financial risks and opportunities were therefore tracked from a dual materiality perspective. These analyses allowed us to identify the sustainability topics relevant to the organization, which were then explored in greater depth within the relevant chapters and associated with the UN Sustainable Development Goals.

The principles adopted in drafting the document are accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness, and verifiability. The document was produced with the support of the consulting firm Fedabo S.p.A. SB.

The individual topics are presented with reference to the reporting period from January 1st, 2025, to December 31st, 2025. Information relating to the previous two years (2023-2024) is also available within the document, where available. The locations considered within the scope are the two plants located in Pian Camuno (BS) in Via XXV Aprile and Via Carducci.



GRI Content Index

Below, the correlation of the information contained in the document with the international reference standards for sustainability reporting, the GRI *(Global Reporting Initiative)*, is presented.

No sectoral GRI standards relevant to the activity of Brawo SpA have been released/ considered.

DECLARATION OF USE	Brawo SpA has presented a report “with reference to” relating to the GRI Standards for the period 01/01/2025 - 31/12/2025.
Used GRI 1	GRI 1 – Fundamental Principles 2021

GRI 2: General disclosure 2021

REPORTING	REFERENCE IN THE DOCUMENT
2-1 Organizational details	Methodological note
2-2 Entities included in sustainability reporting	Methodological note
2-3 Reporting period, frequency and contact point	Methodological note
2-4 Review of information	*Any changes are indicated in the text.*
2-5 External Assurance	*The document was prepared by a consultancy firm, but has not been verified by third parties.*
2-7 Employees	Personnel management
2-9 Structure and composition of governance	Board of Directors
2-10 Appointment and selection of the highest governing body	Board of Directors
2-11 President of the highest governing body	Board of Directors
2-12 Role of the highest governance body controlling the management of impacts	Board of Directors
2-13 Delegation of responsibility for the management of impact	Board of Directors
2-14 Role of the highest governance body in sustainability reporting	Board of Directors
2-16 Communication of critical issues	MOG 231
2-17 Collective knowledge of the highest governing	Board of Directors
2-18 Performance evaluation of the highest governance body	Board of Directors
2-25 Processes aimed at remedying negative impacts	*The strategies for mitigating negative impacts and risks are explained in the relevant Environment, Social and Governance chapters*
2-26 Mechanisms to request clarification and raise concerns	MOG 231
2-27 Compliance with laws and regulations	Business conduct
2-29 Approach to stakeholder engagement	Appendix A - Methodology for assessing Impacts, Risks and Opportunities and identifying material topics
2-30 Collective agreements	Staff well-being

GRI 3: Material topics 2021

REPORTING	REFERENCE IN THE DOCUMENT
3-1 Process for determining material topics	Appendix A - Methodology for the assessment of Impacts, Risks and Opportunities and the identification of material topics
3-2 List of material topics	Appendix A - Methodology for the assessment of Impacts, Risks and Opportunities and the identification of material topics
3-3 Management of material topics	*The methods of managing material topics and the related IROs are described in the relevant chapters, in the section dedicated to that specific topic. IROs are referenced in footnotes when the § symbol is used.*

GRI 201: Economic Performance 2016

REPORTING	REFERENCE IN THE DOCUMENT
201-1 Direct economic value generated and distributed	Economic performance

GRI 204: Procurement Practices 2016

REPORTING	REFERENCE IN THE DOCUMENT
204-1 Proportion of expenses with local suppliers	Supply chain

GRI 205: Anti-corruption 2016

REPORTING	REFERENCE IN THE DOCUMENT
205-2 Communication and training on anti-corruption regulations and procedures	MOG231
205-3 Confirmed incidents of corruption and measures taken	Appendix B – Governance data

GRI 301: Materials 2016

REPORTING	REFERENCE IN THE DOCUMENT
301-1 Materials used by weight and volume	Resource use and the circular economy
301-2 Recycled input materials used	Resource use and the circular economy

GRI 302: Energy 2016

REPORTING	REFERENCE IN THE DOCUMENT
302-1 Internal energy consumption	Energy and energy efficiency
302-3 Energy Intensity	Energy and energy efficiency
302-4 Reduction of energy use	Energy and energy efficiency

GRI 303: Water and effluents 2018

REPORTING	REFERENCE IN THE DOCUMENT
303-2 Management of impacts related to water discharge	Airborne pollutants and water discharges
303-3 Water withdrawal	Water
303-4 Water discharge	Airborne pollutants and water discharges

GRI 305: Emissions 2016

REPORTING	REFERENCE IN THE DOCUMENT
305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	Air emissions
305-2 Indirect greenhouse gas (GHG) emissions from energy use (Scope 2)	Air emissions
305-3 Other indirect greenhouse gas (GHG) emissions (Scope 3)	Air emissions
305-4 Greenhouse gas (GHG) emission intensity	Air emissions
305-5 Greenhouse gas (GHG) emissions reduction	Air emissions

GRI 306: Waste 2020

REPORTING	REFERENCE IN THE DOCUMENT
306-1 Waste generation and significant waste-related impacts	Waste management and treatment
306-2 Management of significant waste-related impacts	Waste management and treatment
306-3 Waste generated	Waste management and treatment
306-4 Waste not sent to the dump	Waste management and treatment
306-5 Waste sent to the dump	Waste management and treatment

GRI 401: Employement 2016

REPORTING	REFERENCE IN THE DOCUMENT
401-1 Hiring of new employees and employee turnover	Employees management
401-2 Benefits for full-time employees that are not available to temporary or part-time employees	Employees wellbeing

GRI 403: Workplace Health and Safety 2018

REPORTING	REFERENCE IN THE DOCUMENT
403-1 Workplace health and safety management system	Workplace Health and Safety at Brawo
403-2 Hazard identification, risk assessment, and incident investigation	Workplace Health and Safety at Brawo
403-4 Worker participation and consultation on workplace Health and Safety Programs and related communication	Workplace Health and Safety at Brawo
403-5 Workers training on occupational health and safety	Workplace Health and Safety at Brawo; training and skills development
403-6 Worker Health Promotion	Occupational Health and Safety at Brawo; employees wellbeing
403-7 Prevention and mitigation of workplace health and safety impacts directly related to business relationships	Workplace Health and Safety at Brawo
403-9 Workplace injury	Workplace Health and Safety at Brawo

GRI 404: Training and education 2016

REPORTING	REFERENCE IN THE DOCUMENT
404-1 Average number of hours of training per year per employee	Training and skills development
404-2 Employee skills development and transition assistance programs	Training and skills development
404-3 Percentage of employees receiving periodic performance and professional development reviews	Appendix B – Social data

GRI 405: Diversity and equal opportunities 2016

REPORTING	REFERENCE IN THE DOCUMENT
405-1 Diversity in governance bodies and among employees	Gender equality, inclusion of diversity and disability; Board of Directors
405-2 Rapporto tra salario di base e retribuzione delle donne rispetto agli uomini	Gender equality, inclusion of diversity and disability

GRI 406: Non-discrimination 2016

REPORTING	REFERENCE IN THE DOCUMENT
406-1 Incidents of discrimination and corrective actions	Appendix B – Social data

GRI 413: Local communities 2016

REPORTING	REFERENCE IN THE DOCUMENT
413-1 Operations with local community involvement, impact assessments, and development programs	Impacts on communities and the territory
413-2 Operations with significant actual and potential impacts on local communities	Impacts on communities and the territory

GRI 418: Customer privacy 2016

REPORTING	REFERENCE IN THE DOCUMENT
418-1 Valid complaints regarding breaches of customer privacy and loss of customer data	Appendix B – Governance data

7.

Appendix

Appendix A

Methodology for assessing Impacts, Risks, and Opportunities and identifying material topics

The process used to identify the Impacts, Risks, and Opportunities of Brawo S.p.A. (discussed in Chapter 2) is the so-called **dual materiality analysis**, recommended and regulated by the most recent European Directive on Sustainability Reporting (CSRD – Corporate Sustainability Reporting Directive) and the related ESRS standards[41].

As mentioned in the dedicated section, the materiality analysis involved an initial phase of internal identification and assessment of relevant Impacts, Risks, and Opportunities, followed by a phase of stakeholder engagement. The **first part of the analysis** explored the company's **context and interdependencies**, including the study of relevant documents and discussions with key internal figures such as those responsible for Environment, Health and Safety, Sustainability, Privacy, and MOG231, Administration, HR, and the General Manager.

In this phase, each identified **IRO (Impact, Risk, Opportunity)** was also assigned numerical values on a **scale of 1-4**, following the criteria established by the CSRD[42]. Consultation with strategic figures and management allowed for the most objective, informed, and precise scores possible.

Actual impacts were assessed based on magnitude, which in turn consisted of the following criteria: **entity** (significance of the harm/benefit generated), **scope** (extent), and, for negative effects only, **irremediable nature of the impact** (possibility or impossibility of restoring the previous situation). For **potential** impacts, however, in addition to the calculated magnitude, the **probability** of occurrence was also considered. Finally, the risk and opportunity analysis considered the variables of **potential magnitude** (i.e., the potential impact that the harm/benefit could have on the company's business) and **probability**.

[41] § The regulatory references cited are: CSRD Corporate Sustainability Reporting Directive (2022/2464) and ESRS European Sustainability Reporting Standard, contained in the European Commission Delegated Act dated July 31, 2023. Regarding the use of these guidelines, despite the streamlining measures introduced by the Omnibus Package, it was decided to maintain the adoption of some key aspects, such as the references to the topics (AR16 Delegated Act) and the dual materiality analysis process described below.

[42] The reporting standards, both in the official version and in the implementation guidelines made available by EFRAG, the institution that drafted the standards, leave companies maximum freedom regarding the method of assessing materiality. To make the assessment comparable and objective, a uniform scale was chosen to provide the most objective data possible.

The scale used for each criterion is as follows:

Scale 1-4

ENTITY	1	SLIGHTLY IMPORTANT/SERIOUS
	2	MODERATELY IMPORTANT/SERIOUS
	3	IMPORTANT/SERIOUS
	4	EXTREMELY IMPORTANT/SERIOUS
SCOPE	1	VERY LOW
	2	MODERATEDLY EXTENSIVE
	3	EXTENSIVE
	4	LARGELY EXTENSIVE
IRREMEDIABLE NATURE	1	THE PRE-IMPACT STATE CAN BE RESTORED WITHIN SIX MONTHS
	2	THE PRE-IMPACT STATE CAN BE RESTORED, BUT NOT WITHIN SIX MONTHS
	3	THE PRE-IMPACT STATE CAN BE RESTORED ONLY PARTIALLY
	4	THE IMPACT CAUSED CANNOT BE REMEDIED
PROBABILITY	1	REMOTE
	2	LOW
	3	MODERATE
	4	HIGH
POTENTIAL MAGNITUDE	1	SLIGHTLY IMPORTANT/SERIOUS
	2	MODERATELY IMPORTANT/SERIOUS
	3	IMPORTANT/SERIOUS
	4	EXTREMELY IMPORTANT/SERIOUS

In addition to numerical values, qualitative variables were also assigned to define the various IROs more precisely and accurately. Specifically, for actual and potential impacts, the level of **causality** was also considered, i.e., the distinction between impacts directly caused, contributed to (if the company is not the sole cause of the impact), or activity-related (therefore linked to business relationships with the upstream or downstream value chain, but not attributable to the company's own activity).

For potential impacts, risks, and opportunities, a **time horizon** aligned with the reference standards was also identified: short (within one year of the reporting period), medium (within five years), and long (over five years).

Once the internal analysis phase was completed, **stakeholders** - those impacted by the company's activities - were involved, as well as "users of sustainability reporting," such as existing and potential investors, banks, partners, and public administration bodies[43]. Specifically, **potential impacts** (both positive and negative) and **risks and opportunities** were explored with stakeholders to gather their perceptions of the importance and strategic relevance of the topics identified as material. Actual impacts, as they had occurred and been verified, were not explored in depth with stakeholders.

Stakeholder opinions were gathered through **dedicated questionnaires** containing questions relevant to the interests and expertise of the specific category, ensuring the **most relevant and informed responses** and focusing attention on each stakeholder's specific interests. In line with what is also mentioned in the EFRAG Materiality Analysis Implementation Guide[44], it was deemed unimportant to ask all the questions of each stakeholder involved, given the varying levels of **interest** and **knowledge** of the stakeholders regarding the analyzed topics.

The stakeholder categories involved were:

1. **BOARD OF DIRECTORS MEMBERS**
2. **STRATEGIC INTERNAL FIGURES**
3. **CUSTOMERS**
4. **AFFECTED COMMUNITIES (PUBLIC ADMINISTRATIONS, SCHOOLS, UNIVERSITIES, RESEARCH INSTITUTIONS, LOCAL ASSOCIATIONS, OTHER NON-INSTITUTIONAL ENTITIES)**
5. **INVESTORS AND BANKS**
6. **SUPPLIERS**

[43] This definition of stakeholder is based on the guidance provided by the 2024 sustainability reporting standards and their implementation guidelines.

[44] EFRAG IG 1 – Materiality assessment implementation guidance. Par. 201 https://www.efrag.org/sites/default/files/sites/webpublishing/SiteAssets/IG%201%20Materiality%20Assessment_final.pdf

The questionnaire asked stakeholders to assign different levels of strategic importance to each topic surveyed, on a scale of 1 to 4. A total of 89 responses were received, for a response rate of 60%. The questionnaire results were used to re-prioritize the identified potential impacts, risks, and opportunities, resulting in the bar graphs presented in the chapter “Brawo Impacts, Risks, and Opportunities” of this document. In this way, Brawo was able to assess the strategic importance of sustainability issues and any related improvement actions, also considering the perceptions of the various stakeholders.

ACTUAL NEGATIVE IMPACTS

Topic	IRO Title	Contributon method	Entity	Scope	Irremediable nature of the impact
E1 - Mitigation and adaptation to climate change	Contribution to global emissions	DIRECTLY CAUSED	3	2	2
E3 - Water consumption and withdrawal	Water withdrawal	DIRECTLY CAUSED	3	2	2
E5 - Waste	Waste production	DIRECTLY CAUSED	2	2	3
S1 - Health and safety	Accidents	DIRECTLY CAUSED	1	2	2

ACTUAL POSITIVE IMPACTS

Topic	IRO Title	Contributon method	Entity	Scope
E5 - Resource inflows, including resource use	Raw material recovery and waste reuse	DIRECTLY CAUSED	2	3
S1 - Secure employment	Stable employment	DIRECTLY CAUSED	2	4
S1 - Training and skills development	Maintenance and growth of internal skills	CONTRIBUTED TO CAUSE	3	3
S3 - Impacts related to community well-being	Organization of social projects with schools and research institutions	CONTRIBUTED TO CAUSE	3	1

POTENTIAL NEGATIVE IMPACTS

Topic	IRO Title	Contributon method	Entity	Scope	Irremediable nature of the impact	Likelihood	Time frame
E2 - Pollution (of air, water, soil, living organisms, and food resources)	Exceed of emission	DIRECTLY CAUSED	2	3	3	1	SHORT TERM
E3 - Water discharges (including oceans)	Potentially polluting water discharges	DIRECTLY CAUSED	2	2	2	1	SHORT TERM
E5 - Resource inflows, including resource use	Conflict mineral materials	DIRECTLY CAUSED	2	1	2	1	SHORT TERM
S1 - Health and safety	Risk of injuries and accidents	DIRECTLY CAUSED	3	2	4	1	SHORT TERM
S1 - Employment and inclusion of diversity and disability	Insufficient Attention to diversity and inclusion issues	DIRECTLY CAUSED	3	1	1	1	SHORT TERM
G1 - Corporate culture	Risk of greenwashing	DIRECTLY CAUSED	2	1	1	1	SHORT TERM
G1 - Management of supplier relationships, including payment practices	Poor supplier sustainability and difficulty engaging with the supply chain	DIRECTLY CAUSED	3	2	2	1	SHORT TERM

RISKS

Topic	IRO Title	Potential magnitude	Likelihood	Time frame
E1 - Energy	Energy costs increase	3	2	SHORT TERM
E2 - Pollution (of air, water, soil, living organisms, and food resources)	Lead-free brass	2	3	MEDIUM TERM
S1 - Employment security	Recruitment difficulties	2	2	SHORT TERM
S1 - Employment security	Staff turnover	2	1	SHORT TERM
G1 - Corruption: Incidents and prevention and detection, including training	Potential cases of corruption	4	1	SHORT TERM
G1 - Cybersecurity	Data breach	4	2	SHORT TERM

OPPORTUNITIES

Topic	IRO Title	Potential magnitude	Likelihood	Time frame
G1 - Corporate culture	Financial opportunities arising from ESG	3	3	MEDIUM TERM

Appendix B

Environment data

ENERGY CONSUMPTION				
GRI 302-1	**UoM**	**2023**	**2024**	**2025**
Electricity	kWh	21,290,164	20,752,412	21,808,784
Of which drawn from the grid	kWh	21,290,164	20,752,412	21,808,784
Of which self-produced	kWh	0	0	0
Total electricity	MWh	21,290.16	20,752.41	21,808,78
Natural gas	Sm^3	666,871	679,313	694,505
Natural gas	MWh	6,592	6,715	6,865
Diesel	l	34,871	33,177	27,193
Diesel	MWh	350	333	273
Gasoline	l	286	580	4,099
Gasoline	MWh	2.6	5.2	36.8
LPG	l	821	803	249
LPG	MWh	5.9	5.8	1.8
Total consumption	**MWh**	**28,240**	**27,811**	**28,985**

EMISSIONS				
GRI 305-1,2	**UoM**	**2023**	**2024**	**2025**
Natural Gas	tCO_2e	1,.338	1,371	1,405
Diesel	tCO_2e	93	89	73
Gasoline	tCO_2e	0.7	1.4	9.7
LPG	tCO_2e	1.3	1.3	0.4
F-gas Leaks	tCO_2e	92	39	72
Total Scope 1 Emissions	tCO_2e	1,526	1,502	1,600
Electricity drawn from the grid (location-based)	tCO_2e	5,941.3	5,502.6	6,817.8
Total Scope 1 + Scope 2 Emissions	**tCO_2e**	**7,466.9**	**7,004.7**	**8,417.4**
Totale emissioni Scope 3	**tCO_2e**	**73,492.70**	**63,156.20**	**62,090.00**

WATER CONSUMPTION				
GRI 303-3,5	**UoM**	**2023**	**2024**	**2025**
Total water consumption	**m³**	**16,126**	**17,620**	**19,366**
Of which drawn from aqueduct	m³	4,228	4,183	4,691
Of which drawn from well	m³	11,856	13,395	14,589
Wastewater	m³	301.00	1,267.00	951.00

WASTE				
GRI 306-3,4,5,6	**UoM**	**2023**	**2024**	**2025**
Waste generated	**tonnes**	**4,720,778**	**4,827,366**	**4,971,254**
Of which hazardous	tonnes	536,059	579,660	519,885
Of which sent for reuse	tonnes	0	0	0
Of which sent for recovery	tonnes	3,704,772	4,108,860	3,723,537
Of which sent for disposal	tonnes	1,016,006	718,506	1,247,717

Social data

PERSONNEL				
GRI 401-1	**UoM**	**2023**	**2024**	**2025**
Number of employees	Num	341	333	322
Number of new hires	Num	10	4	10
Number of departures	Num	10	12	21
Overall turnover rate	%	6%	5%	9%
Number of new hires under 30	Num	5	2	4
Number of departures under 30	Num	2	3	2
Turnover rate under 30	%	0%	17%	23%

CONTRACTS				
GRI 2-7	**UoM**	**2023**	**2024**	**2025**
Men with permanent contracts	Num	285	278	264
Women with permanent contracts	Num	53	53	51
Men with fixed-term contracts	Num	2	1	7
Women with fixed-term contracts	Num	1	1	0
Men on call/hourly	Num	0	0	0
Women on call/hourly	Num	0	0	0
Men with full-time contracts	Num	284	277	269
Women with full-time contracts	Num	31	32	31
Men with part-time contracts	Num	2	2	2
Women with part-time contracts	Num	24	22	20

PERSONNEL CLASSIFICATION

GRI 401-1 | GRI 2-7	UoM	2023	2024	2025
By age group				
Employees < 30 years old	Num	30	26	27
Employees between 30 and 50 years old	Num	161	166	143
Employees > 50 years old	Num	150	141	152
By gender				
Men	Num	287	279	271
Women	Num	54	54	51
By job title				
Top managers	Num	1	5	5
Managers/supervisors	Num	11	4	5
Office workers	Num	100	98	101
Workers	Num	230	226	211
By role				
Administration	Num	N.A.	6	6
BW1	Num	N.A.	140	129
BW2	Num	N.A.	81	76
IT	Num	N.A.	5	5
Quality	Num	N.A.	27	29
Industrial and general services	Num	N.A.	29	32
Environment and safety	Num	N.A.	3	3
Sales department	Num	N.A.	18	18
Human resources	Num	N.A.	4	4
Technical office	Num	N.A.	20	20

WORKFORCE DIVERSITY

GRI 405-1	UoM	2023	2024	2025
Percentage of women in the workforce	%	15.8%	16.2%	15.8%
Percentage of women in senior management	%	0.0%	20.0%	20.0%
Percentage of employees belonging to a vulnerable group	%	5.87%	4.80%	5.59%

ACCIDENTS

GRI 403-9	UoM	2023	2024	2025
Hours worked	Hours	507,286	508,335	525,850
Number of workplace accidents	Num	4	4	6
Number of commuting accidents*	Num	0	0	0
Days of accident	Days	34	91	86
Frequency rate	Num	**7.89**	**7.87**	**11.41**
Severity rate	Num	**0.07**	**0.18**	**0.16**

* Accidents on the commute to work are not counted according to the GRI standard but have been reported to the competent national authority (INAIL); they are therefore reported for transparency.

TRAINING

Gri 404-1,2,3	UoM	2023	2024	2025
Total training hours (employees)	Hours	3,396	2,949	6,303
Hours per employee	Hours/employee	10	9	20
% of employees who received skills assessment	-	-	100%	100%
By topic				
Support - Incoming tutoring - Onboarding	Hours	-	-	-
Other	Hours	2,693	1,466	39
Data management/privacy	Hours	-	-	-
Health and safety (optional)	Hours	-	139	700
Health and safety (mandatory)	Hours	704	1,032	2,190
Job specifications	Hours	-	-	2,586
Anti-corruption	Hours	-	-	5
Cybersecurity	Hours	-	-	565
Soft skills	Hours	-	-	191
Sustainability	Hours	-	312	29
By job title (employees)				
Top managers	Hours	-	48	369
Managers/supervisors	Hours	328	74	368
Office workers	Hours	2,270	1,764	3,364
Workers	Hours	762	1,063	2,203
By working role (employees)				
Administration	Hours	N.A.	103	202
BW1	Hours	N.A.	-	1,888
BW2	Hours	N.A.	-	646
IT	Hours	N.A.	1,510	361
Quality	Hours	N.A.	313	514
Industrial and general services	Hours	N.A.	139	857
Environment and safety	Hours	N.A.	340	330
Sales departement	Hours	N.A.	198	535
Human resources	Hours	N.A.	197	70
Technical office	Hours	N.A.	150	901

WELFARE

GRI 401-2	UoM	2023	2024	2025
Workers with access to welfare	-	344	333	322
Welfare portion provided by the National Collective Bargaining Agreement	€	N.A.	66,800 €	64,800 €
Additional welfare portion from supplementary bargaining	€	N.A.	93,340 €	105,397 €
Fringe benefits	€	N.A.	149,294 €	142,782 €
Other	€	N.A.	4,004 €	17,913 €

INTERNSHIPS

	UoM	2023	2024	2025
Curricular Internships	Num	5	0	4
Extracurricular Internships	Num	0	0	0
ASC/PCTO Projects	Num	5	15	8
Hired Interns	Num	0	0	0

GENDER PAY GAP

GRI 405-2	UoM	2023	2024	2025
Gender pay gap (average pay for men - average pay for women) / average pay for women	%	N.A.	N.A.	-2%

CASES OF HUMAN RIGHTS VIOLATIONS

	UoM	2023	2024	2025
Reports of incidents of discrimination (including harassment)	Num	0	0	0

Governance data

ECONOMIC PERFORMANCE

GRI 201-1	UoM	2023	2024	2025
Value generated	€	104,322,106	107,407,897	103,725,598
of which value distributed	€	89,256,102	80,319,409	94,426,886
of which value retained	€	15,066,004	27,088,488	9,298,712

SPENDING TOWARDS SUPPLIERS

GRI 204-1	UoM	2023	2024	2025
Spending on suppliers of goods	€	N.A.	N.A.	64,289,788
Spending on service providers	€	N.A.	N.A.	17,805,180
Spending on local suppliers of goods (Brescia and Bergamo provinces)	€	N.A.	N.A.	50,444,379
Spending on local suppliers of services (Brescia and Bergamo provinces)	€	N.A.	N.A.	5,085,808

WHISTLEBLOWING

GRI 2-16	UoM	2023	2024	2025
Number of reports received	€	104,322,106	107,407,897	103,725,598
Number of reports handled	€	89,256,102	80,319,409	94,426,886
Average resolution time for reports	€	15,066,004	27,088,488	9,298,712

CORRUPTION

GRI 205-3	UoM	2023	2024	2025
Confirmed cases	Num	0	0	0
Number of convictions	Num	0	0	0

PRIVACY AND DATA SECURITY

GRI 418-1	UoM	2023	2024	2025
Complaints received regarding breaches of customer privacy from third parties	Num	0	0	0
Complaints received regarding violations of customer privacy received from governments and public authorities	Num	0	0	0
Complaints received regarding breaches of other (non-customer) privacy from third parties	Num	0	0	0
Complaints received regarding breaches of other (non-customer) privacy from governments and public authorities	Num	0	0	0
Number of identified data breaches	Num	0	0	0
Number of identified data loss incidents	Num	0	0	0
Number of identified data theft incidents	Num	0	0	0

COMMITEES

	UoM	2023	2024	2025
Energy Team | men	Num	N.A.	7	7
Energy Team | women	Num	N.A.	1	1
Information Security Management Committee | men	Num	N.A.	N.A.	3
Information Security Management Committee | women	Num	N.A.	N.A.	2
Innovation Projects Committee | men	Num	N.A.	7	5
Innovation Projects Committee | women	Num	N.A.	1	1

HOURS OF TRAINING ON ANTI-CORRUPTION TOPICS

	UoM	2023	2024	2025
Definition of corruption	Hours	0	38.25	4.5
Policy	Hours	0	0	0
Procedures in case of suspicion/detection	Hours	0	38.25	4.5
Other	Hours	0	0	0

BRAWO S.p.A.

HOT FORGING AND MECHANICAL MACHINING COMPANY

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